APPENDIX

Volume IV (Exhibits), pp. 1147-1472

Supreme Court, U. S.
FILED
JUN 5 1979
MICHAEL RODAK, JR., CLERK

In the Supreme Court of the United States

OCTOBER TERM, 1978

Nos. 78-857 and 78-997

NATIONAL LABOR RELATIONS BOARD

and

YESHIVA UNIVERSITY FACULTY ASSOCIATION,

Petitioners,

—*v.*—

YESHIVA UNIVERSITY,

Respondent.

ON WRIT OF CERTIORARI TO THE UNITED STATES COURT OF APPEALS FOR THE SECOND CIRCUIT

PETITION FOR CERTIORARI IN NO. 78-857 FILED NOVEMBER 27, 1978

PETITION FOR CERTIORARI IN NO. 78-997 FILED DECEMBER 19, 1978

CERTIORARI GRANTED FEBRUARY 21, 1979

In the Supreme Court of the United States

OCTOBER TERM, 1978

Nos. 78-857 and 78-997

NATIONAL LABOR RELATIONS BOARD

and

YESHIVA UNIVERSITY FACULTY ASSOCIATION,

Petitioners,

—*v.*—

YESHIVA UNIVERSITY,

Respondent.

ON WRIT OF CERTIORARI TO THE UNITED STATES COURT OF APPEALS FOR THE SECOND CIRCUIT

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J. Lindenthal (Revel)
D. Mirsky (Stern)
A. Myers
W. Rosenthal (Wurzweiler)
J. Sachs (Wurzweiler)
G. Schimoler (Ferkauf)
S. Socol (Vice President for Business Affairs)

EMPLOYER'S EXHIBIT No. 39

UNIVERSITY LIBRARY COMMITTEE

Dr. I. Bacon (Chairman) Yeshiva College
Dr. M. Carmilly (Michael)
Dr. H. Feiner (Wurzweiler)
Dr. E. Hurvitz (Revel)
Dr. L. Landovitz (Belfer)
Dr. B. Levinson (Ferkauf)
Dr. S. Sardy (Stern)

EMPLOYER'S EXHIBIT No. 40

UNIVERSITY-WIDE COMMITTEE ON
CEREMONIAL OCCASIONS

SCW—	Dr. Beatrice L. Friedland
SCW—	Mrs. Shellee Berman
SCW—	Dr. Simeon J. Krumbein
SCW—	Mrs. Shirley Shimoff
TIW—	Dr. Sampson A. Isseroff
FGS—	Dr. Bluma B. Weiner
EMC—	Dr. Moshe Carmilly
YC—	Dr. Asher Siev
YC—	Dr. Abraham Tauber
YC—	Dr. Irving Linn
YC—	Dr. Henry Lisman
BGSS—	Dr. Charles R. Patt
BRGS—	Dr. Leon D. Sittskin
WSSW—	Dr. Aaron Beckerman
WSSW—	Dr. Joel Sacks

EMPLOYER'S EXHIBIT No. 48

MEMBERSHIP LIST — J. B. GITTLER
1973-74

ACADEMIC COUNCIL
OF THE GRADUATE SCHOOL
YESHIVA UNIVERSITY

AECOM — Dean Ernst Jaffé

FACULTY: Dr. William Metcalf
Jacobi Hospital, Rm. 610
Bronx, N.Y. 10461

(also Sue Golding rep.)

Dr. Edward J. Hehre
Dept. of Microbiology & Immunology

STUDENTS: Mr. Steven Ulano
1530 St. Nicholas Ave., #32
New York, N.Y.

Mr. Jay Poupko
1545 Rhinelander Ave.
Bronx, N.Y. 10461

BGSS — Dean Arthur Komar

FACULTY: Dr. Lewis A. Coburn

Dr. Miriam S. Grosof

STUDENTS: Ms. Gail Wolf
515 West 183 St.
New York, N.Y. 10033

Mr. Arthur Goodman
2925 Mathews Ave.
Bronx, N.Y. 10467

BRGS Dean Sidney B. Hoenig

FACULTY: Dr. Meyer S. Feldblum
515 West 183 Street
New York, N.Y. 10033

Dr. Arthur Hyman
845 West End Ave.
New York, N.Y. 10025

STUDENTS: Rabbi Jonathan Helfand
110 Bennett Ave.
New York, N.Y. 10033

Mr. Moshe Sokolow
1619 54 St.
Brokolyn, N.Y. 11204.

FGS Dean Joseph B. Gittler

FACULTY: Dr. Ruth Lesser
Dept. of Psychology

Dr. Adelaide Jablonsky
Dept. of Curriculum & Instruction

STUDENTS: Ms. Marjorie Goldstein
85 Fourth Ave.
New York, N.Y. 10003

Mr. Arnold Grant
721 Columbus Ave.
New York, N.Y.

SGGD Dr. Jonathan Warner, Director

FACULTY: Dr. Jack Peisach
Dept. of Pharmacology
AECOM

(also AECOM rep.)

Dr. Edward J. Hehre
Dept. of Microbiology & Immunology

STUDENTS: Mr. Eli Ohrbach
Dept. of Pharmacology
Mr. John Loike
Dept. of Pharmacology

WSSW Dean William Rosenthal

FACULTY: Prof. Esther Lentschner

Prof. Harriet Feiner

STUDENTS: Mr. Martin Knecht
1814 East 2nd St.
Brooklyn, N.Y. 11223

Mr. Abraham Friedman
309 W. 99 St.
New York, N.Y. 10025

UNIVERSITY ADMINISTRATION

President Samuel Belkin

Dr. Joshua A. Fishman

Dr. Marcus Kogel

Dr. Israel Miller

Rabbi Israel Mowshowitz
Hillcrest Jewish Center
183-02 Union Turnpike
Flushing, N.Y. 11366

Prof. Morris Silverman

Rabbi Abner Groff

Dr. Shelton Socol

Mr. Peretz Tishby

Mr. Sam Hartstein

Mr. Jack Nussbaum

Rabbi Zevulun Charlop
RIETS

Mr. Abraham Zeitz
55 Fifth Ave.

Mr. Sidney Schutz
55 Fifth Ave.

EMPLOYER'S EXHIBIT No. 49

This is the list of the Undergraduate Council as given to me by the 1973-74 Secretary:

Dean Issac Bacon—Dean YC

Rabbi Saul Berman—SCW (Chairman)

Rabbi Morris Besdin—Director JSS

Abraham Blank—YCSC (Secretary)

Michael Bloom—JSS

Rabbi Zevulun Charlop—Director RIETS

Joseph Epstein—Hamevasser

Rabbi Baruch Faivelson—Director TIW

Dr. Joshua Fishman—Vice President Academic Affairs

Anita Gittelman—Editor Observer

Tova Glassman—SCW

Rabbi Abner H. Groff—Director of Admissions

Irwin Gross, President SOY

Judah Lifshitz—YCSC

Dr. Israel Miller—Vice President Student Affairs

Dean David Mirsky—Dean SCW

Jack Nussbaum—Director of Student Finances

Harry Peters—SOY

Dean Jacob Rabinowitz—Dean EMC

Elizabeth Reisman—TIW

Irving Rotter—SOY

Manny Ruchelsman—President YCSC

Victor Sasson—EMC

Sherry Scheinberg—SCW

Dr. Doris Shores—SCW Faculty

Dr. Asher Seiv—YC Faculty

Professor Morris Silverman—Registrar

Dr. Sheldon Socol—Vice President Business Affairs

Jeanette Stobezki—SWC

David Teman—EMC

Dr. Moses Tendler—YC Faculty

Norman Blumenthal—Editor Commentator

EMPLOYER'S EXHIBIT No. 50

YESHIVA UNIVERSITY
MEMBERS OF THE EXECUTIVE COUNCIL
1973-1974

Dr. Samuel Belkin, President

Dr. Issac Bacon, Dean, Yeshiva College

Rabbi Morris Besdin, Director, James Striar School

Rabbi Zevulun Charlop, Director, Rabbi Issac Elchanan Theological Seminary (Affiliate)

Rabbi Herbert Dobrinsky, Executive Assistant to the President

Rabbi Baruch Faivelson, Director, Teachers Institute for Women

Rabbi Morris Finer, Director, Community Services Division, Rabbi Isaac Elchanan Theological Seminary

Dr. Joshua Fishman, Vice-President for Academic Affairs

Dr. Joseph Gittler, Dean, Ferkauf Graduate School

Rabbi Abner Groff, Director of Admissions

Mr. Sam Hartstein, Director of Public Relations

Dr. Sidney Hoenig, Dean, Bernard Revel Graduate School and Harry Fischel School

Dr. Ernst Jaffe, Acting Dean, Albert Einstein College of Medicine

Dr. Marcus D. Kogel, Vice-President for Medical Affairs and Science

Dr. Arthur Komar, Dean, Belfer Graduate School

Dr. Leo Landman, Secretary of the Faculty, Bernard Revel Graduate School

Dr. Israel Miller, Vice-President for Student Affairs

Dean David Mirsky, Dean, Stern College for Women

Dr. Israel Moshowitz, Special Advisor to the President

Mr. Jack Nussbaum, Director of Student Finances

Dean Jacob Rabinowitz, Dean, Erna Michael College of Hebraic Studies

Dr. William Rosenthal, Dean, Wurzweiler School of Social Work

Mr. Sidney Schutz, General Counsel

Professor Morris Silverman, Registrar

Dr. Sheldon E. Socol, Vice-President for Business Affairs

Professor Peretz Tishby, Director of Libraries

Mr. Abe Zeitz, Director of Development

EMPLOYER'S EXHIBIT No. 51

Faculty
Handbook

PROMOTIONS

Academic ranks for faculty at the University are:

Instructor

Assistant Professor

Associate Professor

Professor

University Policy
Governing Promotion
of Faculty

(Announced June 22, 1962)

1. Each degree-granting school of the University shall draw up in writing its requirements for promotion.
2. Each school shall invite faculty participation in the formulation and in the continual reevaluation of these rules.
3. These rules shall be circulated among all members of the faculty and shall be deposited with the University Faculty Review Committee and with appropriate agencies of the University administration.
4. Requirements for promotion shall be based on quality of service and achievement. Length of service in any particular rank need not be made a prerequisite of promotion to the rank above, but it is not inconsistent with this rule for schools which deem it desirable to do so to establish guidelines of normal expectancy with regard to length of service in particular ranks.
5. Promotion shall ordinarily carry with it a commensurate increase in salary.
6. Any faculty member who has remained at the rank of instructor, assistant professor, or associate professor for ten years without promotion to the next rank shall have his status automatically reviewed by the University Faculty Review Committee, which shall have the power to recommend promotion directly

to the President in those cases where after consultation with the dean it shall deem promotion justified in terms of the formulated requirements of the school concerned. Should the committee decide not to recommend promotion, it may at its discretion agree to review the case after an additional specified period if promotion has not in the meantime occurred.

YESHIVA UNIVERSITY
Amsterdam Avenue & 186th Street
New York, N.Y. 10033

OFFICE OF THE PRESIDENT

I am happy to extend my warmest greetings to each member of the University faculty.

The *Faculty Handbook* is intended to bring you greater understanding of present University policy in a number of vital areas. Amendments and additions will be made by the Board of Trustees as they become necessary.

You are invited to participate in the determination of policy through the interdivisional councils. Please be assured that your interest and suggestions are always welcome.

I am confident that you will find Yeshiva University a stimulating place for teaching and for conducting research that will result in significant contributions to your field and to the advancement of higher education.

Sincerely yours,

/s/ Samuel Belkin
SAMUEL BELKIN
President

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YESHIVA UNIVERSITY SCHOOLS AND DIVISIONS

Undergraduate Schools for Men

YESHIVA COLLEGE
Main Center
Amsterdam Avenue and 186th Street, New York, N.Y. 1003 (212) 568-8400
First liberal arts college under Jewish auspices; grants Bachelor of Arts and Bachelor of Science degrees.

ERNA MICHAEL COLLEGE OF HEBRAIC STUDIES
Main Center
Trains Hebrew teachers and administrators; awards Hebrew Teacher's Diploma and Bachelor of Religious Education, Bachelor of Hebrew Literature, and Bachelor of Arts degrees.

JAMES STRIAR SCHOOL OF GENERAL JEWISH STUDIES
Main Center
Offers a special program of Jewish stuides for those with limited Hebraic background; students may apply credits toward their bachelor' sdegrees; grants Associate in Arts degree.

Undergraduate Schools for Women

STERN COLLEGE FOR WOMEN
Midtown Center
253 Lexington Avenue, New York, N.Y. 10016
(212) 685-0150
The nation's only liberal arts college for women under Jewish auspices; awards Bachelor of Arts, Bachelor of Religious Education, and Bachelor of Hebrew Literature degrees.

TEACHERS INSTITUTE FOR WOMEN
Midtown Center
Trains Hebrew teachers; awards Hebrew Teacher's Diploma and Bachelor of Religious Education and Bachelor of Hebrew Literature degrees.

Graduate and Professional Schools

BERNARD REVEL GRADUATE SCHOOL
Main Center
Offers graduate work in Jewish and Semitic studies; confers Master of Hebrew Literature, Master of Arts, Doctor of Hebrew Literature, and Doctor of Philosophy degrees.

HARRY FISCHEL SCHOOL FOR HIGHER JEWISH STUDIES
Main Center
Offers summer courses in Jewish and Semitic studies; awards Master of Hebrew Literature, Master of Arts, Doctor of Hebrew Literature, and Doctor of Philosophy degrees.

ALBERT EINSTEIN COLLEGE OF MEDICINE
Bronx Center
Eastchester Road and Morris Park Avenue, Bronx, N.Y. 10461 (212) 430-2000
The first medical college in the United States under Jewish sponsorship; awards Doctor of Medicine degree.

SUE GOLDING GRADUATE DIVISION OF MEDICAL SCIENCES
Bronx Center
Offers advanced study in anatomy, biochemistry, cell biology, geneics, microbiology, immunology, molecular biology, pathology, pharmacology, and physiology; awards Doctor of Philosophy degree.

WURZWEILER SCHOOL OF SOCIAL WORK
Granduate Center
55 Fifth Avenue, New York, N.Y. 10003
(212) 255-5600
Offers graduate programs in social group work and social casework; grants Master of Social Work degree.

FERKAUF GRADUATE SCHOOL OF HUMANITIES AND SOCIAL SCIENCES
Graduate Center
Offers programs in elementary and secondary education (including English and social studies teaching); administration; psychology (clinical, educational, experimental, school, social); religious education; guidance; special education; language and behavior; grants Master of Religious Education, Master of Science, Master of Arts, Specialist's Certificate, Doctor of Education, and Doctor of Philosophy degrees.

BELFER GRADUATE SCHOOL OF SCIENCE
Main Center
Offers programs in mathematics, physics, chemistry, and mathematics and science education; awards Master of Science, Master of Arts, and Doctor of Philosophy degrees.

Yeshiva University Libraries

MENDEL GOTTESMAN LIBRARY
(*Herbraica, Judaica, Semitics, Mediterranean studies*)
Amsterdam Avenue and 186th Street, New York, N.Y. 10033

GRADUATE CENTER LIBRARY
55 Fifth Avenue, New York, N.Y. 10003

D. SAMUEL GOTTESMAN LIBARAY
Albert Einstein College of Medicine
Eastchester Road and Morris Park Avenue, Bronx, N.Y. 10461

POLLACK LIBRARY
2475 Amsterdam Avenue, New York, N.Y. 10033

BELFER GRADUATE SCHOOL OF SCIENCE LIBRARY
601 West 183rd Street, New York, N.Y. 10033

SIEGFRIED STERN LIBRARY
Stern College for Women
253 Lexington Avenue, New York, N.Y. 10016

UNIVERSITY ORGANIZATION

The governing body of the University is the Board of Trustees. The chief academic, administrative, and executive officer is the President of Yeshiva University, who

is also a member of the Board of Trustees, and other boards created by the Board of Trustees to aid specific divisions in the attainment of their goals. (At present one such board exists—the Board of Overseers of Albert Einstein College of Medicine.)

The Executive Council

The Executive Council of the University is a body appointed by the President, currently including the vice presidents of the University, deans of degree-granting schools and colleges, the Assistant to the President, the Dean of Admissions, the Director of the University Libraries, and the Dean of Undergraduate Students. Its function is to deal with University-wide policies and procedures, matters that affect the University as a whole, or two or more divisions, and such other University matters as the President may assign to it.

There are two Academic Councils of the University—one for graduate schools, the other for undergraduate schools.

The Council of Graduate Schools

The Council of Graduate Schools includes Albert Einstein College of Medicine, Belfer Graduate School of Science, Bernard Revel Graduate School, Ferkauf Graduate School of Humanities and Social Sciences, and Wurzweiler School of Social Work.

The Council of Undergraduate Schools

The Council of Undergraduate Schools includes Yeshiva College, Stern College for Women, Erna Michael College of Hebraic Studies, and Teachers Institute for Women.

The charges of these councils are, on their respective levels, the initiation of programs among the various divisions to develop a feeling of University fellowship; achievement of academic excellence; coordination and cooperation among the divisions. Membership of the councils consists of two elected faculty representatives from each school, and the deans as ex-officio with voting authority.

FACULTY APPOINTMENTS

Faculty appointments are made by the President, on recommendation of the dean or director of the particular school. While there may be "university appointments" making the talents of the individual available to more than one school, a faculty member is appointed to one school, and here he will be expected to fulfill his service on faculty committees and other such normal faculty obligations. Generally the letter of appointment states rank, salary, and general duties. It will also specify the length of time of the appointment: nine months, twelve months, or longer, as has been agreed upon. A nine-month appointment begins generally with orientation week in September and ends with Commencement in June.

Faculty reappointments are annual unless otherwise specified, until tenure is achieved.

Faculty salaries are ordinarily paid in equal installments, beginning October 1, as follows:

Nine-month appointment (September-June)	—10 installments
Twelve-month, or longer	—12 installments

One salary check will include regular earnings and extra earnings for additional teaching in other divisions, or other duties as agreed upon.

UNIVERSITY POLICY REGARDING MAXIMUM LOADS

(Announced April 26, 1966)

A. The University has the right to expect that its full-time faculty members will devote themselves full-time to the services of the University.

B. Each school within the University will establish for its faculty regulations defining full-time faculty load in consonance with its needs and programs.

C. Each school may devise regulations which will permit full-time faculty members to accept work beyond the full-time load.

1. ASSIGNMENTS WITHIN THE UNIVERSITY

When work beyond the normal load is under consideration, preference will be given, in consonance with the policy stated in paragraph A above, to additional assignments in other schools of the University. Any such arrangement shall be made with the consent of the faculty member and advance approval of the deans of both schools.

2. COMMITMENTS OUTSIDE THE UNIVERSITY

A full-time faculty member may not accept employment outside of the University without advance written approval of the Dean. In general, approval will not be given.

a. if the additional work is not related to the faculty member's professional skills within his area of specialization;

b. if, in the case of outside teaching employment, his total outside teaching assignment exceeds one-half of that established as a full teaching load in his school.

c. if, in the case of nonteaching employment, the additional work requires more than the equivalent of one day a week.

STATEMENT OF TENURE AND APPOINTMENT POLICY*

(Announced October 1, 1962,
Superseded January 14, 1974)

I. Preliminary Statement

These regulations which establish the Tenure and Appointment Policy for Yeshiva University were approved by the Board of Trustees on January 14, 1974, and may be amended from time to time by the Board of Trustees. These regulations may be reviewed from time to time by the faculties of the University, and any suggested amendments shall be submitted to the University's Executive Council for its recommendations and transmittal to the President and the Board of Trustees for such action as they deem advisable. All such amendments shall be set forth in the Faculty Handbook and shall contain the effective date thereof.

II. Eligibility For Tenure

1. Faculty members eligible for tenure are full-time appointees with academic rank of Professor, Associate Professor or Assistant Professor.

2. Faculty members who receive full-time academic appointment with such rank from the Board of Trustees through the President shall have served a period of seven years, inclusive of credit allowed for prior full-time service in this or other comparable institutions of higher learning, prior to becoming eligible for acquisition of tenure.

3. Appointment of such faculty member to an eighth year shall carry with it tenured status except as otherwise herein provided in this Article II, subdivision 5 hereof. A faculty member having tenured status shall then be subject to removal from his

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* Not applicable to the Albert Einstein College of Medicine of Yeshiva University, for which other provisions governing tenure and appointment have been promulgated.

position, prior to retirement, only as hereinafter provided in Article IV hereof.

4. Professors, Associate Professors and Assistant Professors may be given credit at the discretion of the University for prior continuous full-time service in such ranks in this or other comparable institutions of higher learning. Faculty members appointed to the ranks of Professor and Associate Professor may have credit allowed up to five years for full-time service in this or other comparable institutions of higher learning; faculty members appointed to the rank of Assistant Professor may have credit allowed up to four years for full-time service in this or other comparable institutions of higher learning, provided, however, that the allowable credit for service in ranks below Assistant Professor may be no more than two years for full-time service in this or other comparable institutions of higher learning. Requests for credit toward tenure for prior continuous full-time service in comparable institutions of higher learning shall be submitted to the Dean during the initial year of the faculty member's full-time appointment or within six months of the approval of these regulations by the Board of Trustees. The Dean will submit this request with his recommendation to the President, who shall make the final determination.

5. The following categories are not eligible for tenure:

   (a) A faculty member holding a part-time appointment; all appointments unless specified as full-time in the letter of appointment shall be deemed part-time;

   (b) A faculty member whose title is other than Professor, Associate Professor or Assistant Professor (such as Research Professor, Adjunct Professor, Visiting Professor, etc.);

   (c) A faculty member whose initial and subsequent appointment is subject to special funding derived in the main from non-University funds, or whose initial and subsequent appointment is in connection with special projects.

6. Leaves of absence, other than the privilege of a sabbatical leave, shall not contribute allowable credit toward tenure unles otherwise provided in the letter granting such leave of absence.

7. A full-time faculty member, as a condition of accruing credits toward or maintaining tenured status, shall devote his full time to the University, and shall accept no other employment, except where provisions in writing are made to the contrary by the President, and his activities shall be consistent with the professional growth which is expected of and demanded from a faculty member.

8. A faculty member may terminate his appointment effective at the end of an academic year, provided that he gives notices in writing at the earliest possible opportunity but not later than May 15, or 30 days after receiving notification of the terms of his appointment for the coming year, whichever date occurs later. The faculty member properly may request a waiver of this requirement of notice in case of hardship or in a situation where he would otherwise be denied substantial professional advancement or other opportunity.

9. The President, acting for and on behalf of the Board of Trustees, may grant tenured status at any time by letter signed by him.

III. Appointment and Termination of Full-time Non-Tenured Faculty

1. Appointment of a full-time faculty member shall be made for a definite term in writing. A person who has served for less than one academic year shall require no notice in advance of the termination date and non-renewal of his appointment; a person who has served one year but less than two academic years shall be notified in writing at least three months in advance of the termination date and non-renewal of his appointment; a person who has served two years

or more shall be notified in writing not later than one month after the beginning of instruction of the academic or teaching year of the termination date and non-renewal of his apointment. In those cases where the letter of appointment or reappointment fixes a definite date of commencement and termination, no further notice of termination shall be required.

2. No reason need be given by the University for termination of appointment at the end of the term thereof of a non-tenured faculty member.

3. The appointment of a faculty member whose initial and any subsequent appointment is subject to special funding, or whose initial and any subsequent appointment is in connection with a special project, shall expire upon cessation of such fundings or upon completion of the project, and no notice shall be required.

4. Non-tenured faculty may be discharged for cause at any time before the expiration of their appointment, subject to the hearing procedures described in Article IV.

5. In the event that termination of tenured faculty for financial exigency or departmental reorganization becomes mandatory, a non-tenured member of the faculty may be terminated by the University at any time during the period of his appointment or at the end of such appointment.

IV. Termination of Tenured Faculty

1. A tenured faculty member shall not be removed except upon written charges for cause. Dismissal for cause shall include incompetency, immoral character or conduct unbecoming a teacher, inefficiency, physical or mental disability or neglect of duty, and personal conduct which impairs the individual's fulfillment of his institutional responsibilities. The burden of proof in establishing cause for dismissal rests upon the University.

2. When the Dean has information or receives a complaint against a faculty member containing allegations which, if true, might serve as grounds for dismissal for cause, and he deems such information or complaint to be substantial, he may discuss such complaint with the person concerned and shall make such further investigation as he deems appropriate. Should the Dean determine that charges should be brought against such person he shall forward such information to the President, together with his recommendations. Should the President determine, after making such further investigation as he deems appropriate, that further action is warranted, he shall cause to be served upon the faculty member concerned a written statement of the charges against him.

3. Final action shall not be taken on such charges until after the expiration of fifteen days from the date of service of such notice of charges upon the faculty member charged, during which time he may make a written request to the President for a hearing. At the option of the faculty member charged, such hearing shall be held before a faculty review committee appointed by the President for that purpose or before the University Faculty Review Committee. Such faculty member shall have the opportunity to be heard in his own defense. He shall be permitted to have with him an adviser of his own choosing or an attorney who may act as counsel. The committee shall adopt its own rules and procedures for the conduct of the hearing, and, in consultation with the President and the faculty member, shall exercise its judgment as to whether the hearing shall be public or private. The testimony of witnesses and other evidence concerning the matters set forth in the charges shall be presented by the University's Counsel and shall be received by the committee. The faculty member shall be entitled to present witnesses in his own behalf, and confront and question witnesses adverse to him. The hearing committee shall not be bound by strict rules of legal evidence and may admit any evidence which is of a probative

value in determining the issues involved. All evidence shall be duly recorded and a copy of the transcript of the record of the hearing shall be made available to the parties concerned.

4. The recommendation of the hearing committee shall be based on its findings relative to the written charges and forwarded to the President for final action.

5. In the interval between the making of charges against a faculty member and final determination by the President, the faculty member may be suspended by the President.

V. Termination of Tenured Faculty for Financial Exigency or Departmental Reorganization

1. Termination of a tenured appointment because of financial exigency shall be substantiated. When the President anticipates that such action may be necessary, he shall confer with the Dean and the Welfare Committee, if any, of the school involved concerning the policy to be followed in the reduction of staff before such action is taken. The name of the faculty member separated from the University by reason thereof shall be placed on a preferred eligibility list reserved for such cases and for a period of two years thereafter no discontinued tenure position in the subject matter in his Department shall be filled before the option of filling it at his former rank shall have been first offered to the faculty member thus separated.

2. In the event of department or program reorganization permanently eliminating the position held by the faculty member, the following procedures shall apply: non-tenured personnel of such department shall be separated from the University before any tenured position shall be affected; tenured faculty members shall be separated in inverse order of their rank; in the event of such departmental reorganization, a tenured faculty member shall be first reassigned to

new duties if practicable, in the opinion of the President.

3. A tenured faculty member who suffers a non-discriminatory discontinuance of his tenured position shall be considered to be on leave with pay for one year from termination of the position and without pay for one additional year.

VI. Retirement

1. The statutory retirement age is 65. If the 65th birthday falls between February 1 and August 31, the Spring term is the last term of service. If it falls between September 1 and January 31, the Fall term is the last term of service. With the approval of the President, the Dean may postpone retirement to the end of that academic year. The President may, under special circumstances, and in his discretion, appoint a retired member of the University to continue in service on an annual basis or on a semester basis but not beyond the semester in which his 68th birthday falls. The terms and conditions of such an appointment shall be clearly stated in writing.

SABBATICAL LEAVE POLICY

(Announced March 15, 1965)

Purpose

The primary purpose of the sabbatical leave is to provide an opportunity for faculty members to engage in such scholarly, creative, professional, research, or academic activities as will enhance the faculty member's further service to the University.

Eligibility

Sabbatical leave is to be granted as an earned privilege, not as an automatic right. The privilege of sabbatical leave is available to all full-time members of the faculty in every seventh year of continuous full-time service.

In instances where sabbatical leave has been postponed, at least five years of academic service must separate successive leaves, except in those instances where the postponement was at the option or convenience of the University.

After twelve years of continuous service without a sabbatical leave, a faculty member may arrange in special instances to receive two successive periods of sabbatical leave. The maximum salary to be received from the University during these two periods will be the equivalent of one year's salary.

Period of Leave and Salary

Sabbatical leave may be granted for one-half year at full salary or one year at half-salary.

Restrictions

Normally, the period of sabbatical leave should *not* be used to accept routine responsibilities elsewhere. Compensation shall not be paid in lieu of taking a sabbatical leave.

Procedure

A detailed plan for use of the sabbatical leave shall be submitted by January 1 preceding the academic year in which the sabbatical leave is to commence. Approval for the leave must be granted by the department head or division chairman, the dean and the President, taking into account the personnel needs of the University and budgetary considerations.

Obligation to Return

In order to fulfill the purpose of sabbatical leave, it is expected that the recipient will continue his service at the University following the completion of sabbatical leave.

Report

Within three months after return to the University, the recipient of sabbatical leave will present to the dean for submission to the President a written report describing his activities during the sabbatical leave.

FACULTY BENEFITS

Social Security

It is compulsory for all employees of the University to be covered under Social Security provisions: Federal Old Age, Survivors, Disability, and Hospital Insurance.

Medical Insurance

Medical insurance is available to all employees through the Health Insurance Plan (HIP). The cost of practically all medical care by family doctors and specialists in medical groups affiliated with HIP is fully covered. HIP provides this service to persons living in the five boroughs of New York City and certain areas in Nassau, Suffolk, and Westchester counties. HIP offers a limited cash indemnity coverage for persons living outside these areas. Faculty members are eligible immediately on employment and no medical examination is required during the first month of eligibility. The monthly rates are $2.25 for an individual, $4.50 for a couple, and $6.75 for a family of three or more. In addition to the employee's contribution, to cover the premium, the University contributes an equal amounts.

Hospital-Surgical Insurance

Hospitalization insurance is available to all employees immediately on employment through the Associate Hospital Service (Blue Cross) or in combination with the surgical benefits offered under the United Medical Service (Blue Cross and Blue Shield). Both types of insurance are available under the conventional 21-Day Plan or the extended coverage 120-Day Plan with a rider increasing benefits to 365 days.

Major Medical Insurance

Major medical insurance is available to all faculty members with or without the above hospital-surgical or medical coverage. Under this plan 80% of a major medical expense is paid by the insurance company after a cash deductible has been satisfied. The major medical expense excludes any charges reimbursed under the University's other hospital-surgical or medical plans.

In addition to providing this insurance on a group basis, the cost to each faculty member is further reduced through University contributions.

Life Insurance

Faculty members who earn $4,000 a year or more at Yeshiva University are eligible for group life insurance immediately on employment. The amount of insurance is triple the annual salary, to the nearest thousand, with a maximum of $25,000. A medical examination is not required if the faculty member enrolls during the first month of employment.

Pension

Full-time members of the faculty are eligible to participate in the Retirement Income Plan. Normal retirement is at the age of 65, but early retirement may be elected any time after the age of 55. Retirement is mandatory at the age of 68. Benefits depend on the amount contributed and the age of retirement. Both the faculty member and the University contribute to this fund on behalf of the individual member. Additional contributions to increase the benefits received after retirement will be deducted from a faculty member's salary, if desired. Faculty contributions are made on the basis of a compensation agreement between the faculty member and the University in which the faculty member agrees to a reduction in salary equivalent to the rate of contribution desired and the University agrees to use this reduction in salary to purchase tax-defered annuity benefits for the faculty member. Because of this arrangement, income taxes on the faculty member's contributions are deferred until after retirement.

Details about these plans are available from the Office of the Vice President for Business Affairs at the Executive Offices of the University.

Tuition Grants to Faculty Relatives

Beginning with the second year of full-time employment, the University grants a 50% reduction of tuition to the Yeshiva University high schools, colleges, and graduate schools to children, husbands, and wives of full-time members of the faculty. Beyond that reduction, faculty members may apply for financial assistance through the normal channels of the College Scholarship Service.

Allocations for Travel to Meetings of Learned Societies

Within the limits of the approved budget the University will reimburse members of the full-time faculty the cost of travel in this country to deliver papers or to serve as panel participants at meetings of learned societies. Permission of the chairman and the dean or director is required.

OUTSIDE USE OF THE UNIVERSITY NAME

The name of Yeshiva University or of any of its schools may be used without prior approval only in the cases of scholarly usage, such as the publication of an article, reading of a scholarly paper, publication of a book, and other such academic instances. It is understood that authors will use the term "Yeshiva University," not the name of his division *only*.

It may *not* be used in any statement or publication implying University approval *unless* prior approval is granted by the President or his designees. It may not be used to advertise the faculty member's connection with the University in a business or speculative venture. In the case of a political advertisement paid, or contributed to, by a member of the faculty care should be taken that such a publication of one's connection with the University will not imply University commitment to any political creed, candidate, or policy.

CONFLICT OF INTEREST

A STATEMENT BY THE AMERICAN COUNCIL ON EDUCATION (DEC., 1964), AND ADOPTED BY THE PRESIDENT OF THE UNIVERSITY (MARCH 5, 1965)

On Preventing Conflicts of Interest in Government-Sponsored Research at Universities

The increasingly necessary and complex relationship among universities, Government, and industry call for more intensive attention to standards of procedure and conduct in Government-sponsored research. The clarification and application of such standards must be designed to serve the purposes and needs of the projects and the public interest involved in them and to protect the integrity of the cooperating institutions as agencies of higher education.

The Government and institutions of higher education, as the contracting parties, have an obligation to see that adequate standards and procedures are developed and applied; to inform one another of their respective requirements and to assure that all individuals participating in their respective behalfs are informed of and apply the standards and procedures that are so developed.

Consulting relationships between university staff members and industry serve the interests of research and education in the university. Likewise, the transfer of technical knowledge and skill from the university to industry contributes to technological advance. Such relationships are desirable, but certain potential hazards should be recognized.

A. Conflict Situations

1. OUTSIDE INTERESTS

When a university staff member (administrator, faculty member, professional staff member, or employee)

undertaking or engaging in Government-sponsored work has a significant financial interest in, or a consulting arrangement with, a private busines concern, it is important to avoid actual or apparent conflicts of interest between his Government-sponsored university research obligations. Situations in or from which conflicts of interest may arise are:

a. Undertaking or orientation of the staff member's university research to serve the research or other needs of the private firm without disclosure of such undertaking or orientation to the university and to the sponsoring agency;

b. Purchase of major equipment, instruments, materials, or other items for university research from the private firm in which the staff member has the interest without disclosure of such interest;

c. Transmisison to the private firm or other use for personal gain of Government-sponsored work products, results, materials, records, or information that are not made generally available. (This would not necessarily preclude appropriate licensing arrangements for inventions, or consulting on the basis of Government-sponsored research where there is significant additional work by the staff member independent of his Government-sponsored research.);

d. Use for personal gain or other unauthorized use of privileged information acquired in connection with the staff member's Government-sponsored activities. (The term "privileged information" includes, but is not limited to, medical personnel, or security records of individuals; anticipated material requirements or price actions; possible new sites for Government operations; and knowledge of forthcoming programs or of selection of contractors or subcontractors in advance of official announcements.);

e. Negotiation or influence upon the negotiation of contracts relating to the staff member's Government-sponsored research between the university and private organizations with which he has consulting or other significant relationships;

f. Acceptance of gratuities or special favors from private organizations with which the university does or may conduct business in connection with a Government-sponsored research project, or extension of gratuities or special favors to employees of the sponsoring Government agency under circumstances which might reasonably be interpreted as an attempt to influence the recipients in the conduct of their duties.

2. DISTRIBUTION OF EFFORT

There are competing demands on the energies of a faculty member (for example, research, teaching, committee work, outside consulting). The way in which he divides his effort among these various functions does not raise ethical questions unless the Government agency supporting his research is misled in its understanding of the amount of intellectual effort he is actually devoting to the research in question. A system of precise accounting is incompatible with the inherent character of the work of a faculty member, since the various functions he performs are closely interrelated and do not conform to any meaningful division of a standard work week. On the other hand, if the research agreement contemplates that a staff member will devote a certain fraction of his effort to the Government-sponsored research, or he agrees to assume responsibility in relation to such research, a demonstrable relationship between the indicated effort or responsibility and the actual extent of his involvement is to be expected. Each university, therefore, should—through joint consultation of administration and faculty—develop procedures to assure that proposals are responsibly made and complied with.

3. CONSULTING FOR GOVERNMENT AGENCIES OR THEIR CONTRACTORS

When the staff member engaged in Government-sponsored research also serves as a consultant to a Federal agency, his conduct is subject to the provisions of the Conflict of Interest Statutes (18 U.S.C. 202-209 as amended) and the President's memorandum of May 2, 1963, Preventing Conflicts of Interest on the Part of Special Government Employees. When he consults for one or more Government contractors, or prospective contractors, in the same technical field as his research project, care must be taken to avoid giving advice that may be of questionable objectivity because of its possible bearing on his other interests. In undertaking and performing consulting services, he should make full disclosure of such interests to the university and to the contractor insofar as they may appear to relate to the work at the university or for the contractor. Conflict of interest problems could arise, for example, in the participation of a staff member of the university in an evaluation for the Government agency or its contractor of some technical aspect of the work of another organization with which he has a consulting or employment relationship or a significant financial interest, or in an evaluation of a competitor to such other organization.

B. University Responsibility

Each university participating in Government-sponsored research should make known to the Government-sponsoring agencies:

1. The steps it is taking to assure an understanding on the part of the university administration and staff members of the possible conflicts of interest or other problems that may develop in foregoing types of situations, and

2. The organizational and administrative actions it has taken or is taking to avoid such problems, including:

   a. Accounting procedures to be used to assure that Government funds are expended for the purposes for which they have been provided, and that all services which are required in return for these funds are supplied;

   b. Procedures that enable it to be aware of the outside professional work of staff members participating in Government-sponsored research, if such outside work relates in any way to the Government-sponsored research;

   c. The formulation of standards to guide the individual university staff members in governing their conduct in relation to outside interests that might raise questions of conflicts of interest; and

   d. The provision within the university of an informed source of advice and guidance to its staff members for advance consultation on questions they wish to raise concerning the problems that may or do develop as a result of their outside financial or consulting interests, as they relate to their participation in Government-sponsored university research. The university may wish to discuss such problems with the contracting officer or other appropriate Government official in those cases that appear to raise questions regarding conflicts of interest.

The above process of disclosure and consultation is the obligation assumed by the university when it accepts Government funds for research. The process must, of course, be carried out in a manner that does not infringe on the legitimate freedoms and flexibility of action of the university and its staff members that have traditionally characterized a university. It is desirable that standards and procedures of the kind discussed be formulated and administered by members of the university community themselves, through their joint initiative and responsibility, for it is they who are the best judges of the conditions which can most effectively simulate the search for knowledge and preserve the requirements of academic freedom. Experience indicates that such standards and procedures should be developed and specified by joint administrative-faculty action.

STATEMENT OF PATENT POLICY,

Applicable to Divisions of Yeshiva University,
other than Albert Einstein College of
Medicine of Yeshiva University

It is the policy of Yeshiva University to utilize any income to be obtained from inventions and discoveries made by members of the staff thereof exclusively for the further promotion of education and for the other purposes of the said university.

Accordingly, Yeshiva University requires that all inventions and discoveries made by members of its staff shall be assigned to the University.

In cases of patents arising on work under Government-sponsored contracts, the express provisions of such contract will control.

The inventor is required to cooperate with the University Faculty Patent Committee who shall be the sole judge of the right of the inventor and the University with regard to the aforesaid inventions and discoveries, in order to carry out the purposes of this policy.

Yeshiva University may require formal agreements to be signed by individual staff members to carry out the foregoing. A copy of such agreement is attached hereto.

STATEMENT OF PATENT POLICY,

Applicable to Albert Einstein College of
Medicine of Yeshiva University

It is the policy of Albert Einstein College of Medicine of Yeshiva University to utilize any income to be obtained

from inventions and discoveries made by members of the staff thereof exclusively for the further promotion of medical education and for the other purposes of the said College.

Accordingly, Albert Einstein College of Medicine requires that all inventions and discoveries made by members of its staff shall be assigned to the University Medical Research Foundation, a non-profit corporation affiliated with the school, whose entire income from such inventions and discoveries is used for the exclusive benefit of the College of Medicine.

In cases of patents arising on work under Government-sponsored contracts, the express provisions of such contract will control.

In cases where the individual inventor wishes to take out the patent in his own name and dedicate it to the public receiving neither of profit or value therefrom, such will be permitted provided that the rights of Albert Einstein College of Medicine in such invention are fully protected and the Faculty Patent Committee approves thereof.

The inventor is required to cooperate with the Faculty Patent Committee who shall be the sole judge of the rights of the inventor and Albert Einstein College of Medicine with regard to the aforesaid inventions and discoveries, in order to carry out the purposes of this policy.

Albert Einstein College of Medicine may require formal agreements to be signed by individual staff members to carry out the foregoing. The copy of such an agreement (assuming appropriate changes of referring to the parties involved) follows.

STANDARD FACULTY RESEARCH AGREEMENT

It is understood between myself and Yeshiva University (hereinafter referred to as the University) that my duties as a member of the faculty will involve various research activities. Since the proper utilization of the results of this research is of vital concern to the University I agree to the following terms and conditions relative thereto:

I will promptly disclose all inventions, improvements, or discoveries to Yeshiva University, whether patentable or unpatentable, made by me solely or in cooperation with another during the time that I remain a member of the faculty of the University which relate directly or indirectly to the work upon which I am engaged.

I will assign to Yeshiva University, or any other entity designated by it, all of my rights, title and interest to any invention, improvement or discovery, whether patentable or unpatentable, made by me during the time that I remain a member of its faculty, which relate directly or indirectly to the work upon which I am engaged as such member.

I will promptly execute any and all documents at the request of Yeshiva University which may be necessary to effect the full and complete assignment of my inventions, improvements, and discoveries as aforesaid, including, but not limited to execution of all patent applications, oathes, supplemental oaths, assignments and all other papers incident to applying for, obtaining, and maintaining Letters Patent of the United States of America and countries foreign thereto, and all other documents required by Government Agencies as a condition for research grants.

I will authorize the Commissioner of Patents of the United States of America, and any official with similar functions in any country foreign thereto, to issue each and every Letters Patent or similar document that may result from any of my inventions; improvements, or discoveries as aforesaid, and will agree to withhold the

issuance of Letters Patent if, in the sole opinion of Yeshiva University, such action is warranted.

If the University is a party to any other research grant contract which has provisions inconsistent with this agreement, the provisions of the research grant contract shall prevail.

It is further agreed that I will dedicate any invention or discovery made solely by me, and not in connection with others, provided I promptly advise the University of the same, and publish a complete disclosure of the invention or discovery. I further agree in connection therewith to take all necessary steps to avoid any third party from obtaining rights therefrom, and it is further understood that I am to receive nothing of value by reason of such invention or discovery. It is understood that in the event there are others at the University engaged in the invention or discovery, that there shall then be no personal right of dedication.

In view of my engagement as aforesaid, I shall be entitled to fifteen percent (15%) of the net income directly accruing to Yeshiva University, or any other entity designated by it, from my inventories, improvements, or discoveries heretofore assigned.

Date: ....

EMPLOYER'S EXHIBIT NO. 52

YESHIVA UNIVERSITY

To:

Deans: Bacon, Gittler, (Green), Hoening, Jaffe, Komar, Mirsky, Rabinowitz

Date:

May 20, 1974

From:

Dr. Joshua A. Fishman
Vice President for Academic Affairs

Subject:

Outside Employment

The revised Tenure Statement approved by the Board of Trustees on January 14, 1974 provides (II, 7) that

> "A full-time faculty member, as a condition of accruing credits toward or maintaining tenure status, shall devote his full time to the University, and shall accept no other employment, except where provisions in writing are made to the contrary by the President, and his activities shall be consistent with the professional growth which is expected of and demand from a faculty member."

Would you, therefore, please ask all full-time members of your faculty to make the appropriate correction in the section of the Faculty Handbook dealing with FACULTY LOAD so that it will read as follows:

FACULTY LOAD

2. Commitments outside the University

A full-time faculty member may not accept employment outside of the University without advance written APPROVAL OF THE PRESIDENT. In general, approval will not be given if:

a. the additional work is not related to the faculty members professional skills within his area of specialization.

b. in the case of outside teaching employment, his total outside teaching assignment exceeds one-half of that established as a full-teaching load in his school;

c. in the case of non-teaching employment, the additional work requires more than the equivalent of one day a week.

Please advise members of your full-time faculty who desire to pursue employment outside of the University to submit to you their requests in accord with the above desiderata. These requests, together with your own recommendations, should be forwarded to my office for final clearance.

EMPLOYER'S EXHIBIT NO. 53

UNIVERSITY FACULTY REVIEW COMMITTEE

PROCEDURAL BYLAWS

A. Non-promotion after ten years or more.

1. Not later than the end of the eighth week of each academic year, each School representative on the Committee shall send a letter to all faculty members of his School inviting each Instructor, Assistant Professor and Associate Professor who has not been promoted for ten years or more, to inform him if he wishes his case to be reviewed by the Committee, and his view concerning his promotion status.

2. In cases where individual faculty members wish their cases to be reviewed the following steps shall be taken:

a. The faculty member will be asked to provide the Secretary of the University Committee with a current curriculum vitae, copies of reprints, etc.

b. The Committee shall communicate with the Dean of the relevant School to inquire concerning the reason for non-promotion, as well as to ascertain the history of promotion actions in regard to the individual.

c. Before the Committee shall attempt an independent adjudication of any matter involving promotion, it shall first seek to have the matter of promotion considered in the relevant substantive department of the faculty member, the relevant promotion committee and/or the relevant review committee or faculty grievance committee of the School. In all cases the University Faculty Review Committee shall strive to determine that appropriate procedural rules are followed.

d. If all normal procedural avenues have been exhausted at a given School the Committee shall, at

the request of a faculty member, consider the case on its merits. In all cases such consideration shall be in terms of the stated criteria for promotion at the school in question.

3. When the Committee is involved in adjudicating a promotion matter, it shall have access to the records of committees on promotion, as well as to appropriate faculty colleagues, departmental chairman and the Dean of the School involved.

4. Before taking any final action, the Committee shall communicate its findings to the Dean of the School involved. If the Committee feels promotion is warranted, after all due consultation has been exhausted, it shall as final action communicate with the President of the University recommending such action.

B. Procedures in Regard to Tenure.

1. The Faculty Review Committee shall when called upon by a faculty member serve as a Tenure Hearing Committee. In all such cases it shall serve as an impartial body to which both the Administration as well as the faculty member involved shall have equal access. In such cases, a subcommittee of not more than three members of the Review Committee shall be appointed to conduct a full investigation of factors involved in a given case, and to bring all facts developed in a case to the attention of the full committee. In the event of the need for formal hearings, the faculty member shall have the right to appropriate legal counsel and the subcommittee and the Committee shall have the prerogative of advice from the University legal counsel. Hearings involving discipline or loss of tenure shall conform to standards of due process and procedures shall be in accordance with applicable Tenure Regulations.

C. Procedures in Regard to Faculty Grievances.

1. In cases involving grievances, the Committee shall first ascertain that a given problem has been given

appropriate attention by appropriate grievance machinery at a given School, and whether the grievance has economic effect. When a case is brought to its attention, it shall review the history of the case to determine whether prior actions in regard to the matter have adhered to existing rules and regulations at the relevant School. When it has been determined that a bona fide case exists, and that all avenues of review have been exhausted, the Committee will consider the matter on its merits. When a matter involving grievance is considered or its merits, the Committee shall have access to all relevant facts both from the individual who claims to be aggrieved as well as from the prior review bodies.

2. In making recommendations in regard to grievances the Committee shall first contact the Dean of the relevant School, and if the matter is not satisfactorily resolved, shall have the power to make recommendations directly to the President of the University.

UNIVERSITY FACULTY REVIEW COMMITTEE

STATUTE

1. The University Faculty Review Committee is hereby established. The authority of such Committee shall be limited to making recommendations directly to the Dean of any School or, where appropriate, to the President of the University, in the following cases:

   (a) Upon the petition of any faculty member who has remained Instructor, Assistant Professor, or Associate Professor without promotion to a higher rank for ten years or more, and after after review by the Committee, the Committee may recommend promotion. Should the Committee decide not to recommend promotion, it may in its discretion agree to review the case after an additional period specified by it if promotion has not occurred within such period.

(b) In cases arising under the Tenure Regulations involving the discipline or the termination of tenure of a faculty member, and where the faculty member involved has elected to have such case heard by the Committee acting as a Hearing Committee, the Faculty Review Committee or subcommittee thereof shall act as Hearing Committee in accordance with the governing Tenure Regulations.

(c) The Committee may hear the grievance of any faculty member with the exception of any grievance having economic effect, provided that such faculty member has exhausted the grievance procedures available to him at the School level.

2. The Committee may hear any case within its jurisdiction when petitioned by an individual faculty member, the faculty of any School, or a member of the Administration.

3. (a) The Committee shall be comprised of eight members, who shall be elected as follows:

Albert Einstein College of Medicine Sue Golding Graduate Division	1 Member
Belfer Graduate School of Science	1 Member
Bernard Revel Graduate School Harry Fischel School	1 Member
Erna Michael College for Men James Striar School	1 Member
Ferkauf Graduate School	1 Member
Stern College for Women Teachers Institute for Women	1 Member
Wurzweiler School of Social Work	1 Member
Yeshiva College	1 Member

(b) The faculty of such Schools shall elect their representative by procedures adopted by them, or by procedures established by the Deans of the

pertinent Schools should the faculty fail to adopt such procedures.

4. Committee members shall be full-time tenured members of the faculty. Committee members shall be elected for a two-year term beginning July 1 of the year of election, and may be reelected for one additional two-year term. No member who has served four consecutive years may be reelected until two years have intervened. Terms shall be staggered so that, so far as possible, an equal number of members shall be elected each year, as follows:

To elect in even-numbered years	To elect in odd-numbered years
Albert Einstein College of Medicine Sue Golding Graduate Division	Erna Michael College for Men James Striar School
Belfer Graduate School of Science	Ferkauf Graduate School
Bernard Revel Graduate School Harry Fischel School	Stern College for Women Teachers Institute for Women
Yeshiva College	Wurzweiler School of Social Work

5. Should a vacancy occur prior to the expiration of an elected term, it shall be filled by a special election for the remainder of the unexpired term.

6. The Committee shall at its first meeting of each academic year elect a Chairman and a Secretary for one-year terms. In the event of the absence of either at any meeting the members present shall elect a Temporary Chairman or Temporary Secretary for such meeting. The Secretary shall maintain all records of the Committee, including correspondence, minutes of meetings, and confidential folders.

7. A quorum shall consist of the majority of the members, and affirmative action on any motion shall require the vote of a majority of the members present, provided a quorum is in attendance.

8. The latest edition of *Robert's Rules of Order* shall govern the conduct of meetings of the Committee or

its subcommittees. Minutes shall be considered non-published.

9. Except as may be provided under these Regulations, the Committee may adopt bylaws for the conduct of its business or the business of its subcommittees.

10. Committee members shall report at least once a year to the faculty which they represent concerning the activities of the Committee. During June of each year the Committee shall transmit a report of its activities during the year to the Executive Council of the University.

EMPLOYER'S EXHIBIT No. 54

Re: UNIVERSITY FACULTY REVIEW COMMITTEE

The following members of the Yeshiva University faculties sought the services of the committee within the last two years:

Dr. J. J. Smith (Einstein)

Dr. H. Rappaport (Einstein)

Dr. M. Greenberg (Wurzweiler)

Dr. S. Simmonson (Ferkauf)

EMPLOYER'S EXHIBIT NO. 55

YESHIVA UNIVERSITY

YESHIVA COLLEGE FACULTY STATUTE

I. THE FACULTY

A. *Authority*: Subject to approval by the President, the authority to legislate on all academic matters affecting Yeshiva College rests with the Faculty. The Dean is the chief educational officer of the College and shall be responsible for the administration of the College's program. He shall convey to the President the Faculty's recommendations and decisions.

B. *Composition*: The faculty shall consist of the President, the Dean, officers of instruction, emeriti, the Registrar, the Dean of Admissions, the Dean of Students, the Director of Libraries, the Librarian of the Pollack Library, the Librarian of the Mendel Gottesman Library, the Guidance Counselor, the University Physician, the University Psychiatrist, and the College Psychologist.

C. *Classification of Officers of Instruction*:

1. Regular members

a. Definition: Regular members of the Faculty are those who meet the following qualifications:

(1) Teach a full-time program, and

(2) Are on regular appointment on an annual salary; regular status is not automatically attained by the teaching of a full program, but must specifically be conferred in the letter of appointment.

b. Ranks: Regular members of the faculty shall be classified according to the following ranks:

(1) Instructor

(2) Assistant Professor

(3) Associate Professor

(4) Professor

2. Associated Members

a. Members of the faculty not on regular appointment who teach at another institution of higher learning shall have the same academic rank at Yeshiva as they have at the other institution, with the prefix "Visiting."

b. Members of the faculty not on regular appointment who are not associated with another academic institution normally receive the rank of Lecturer. If they have been granted a different rank the word "Adjunct" will be prefixed to it.

3. Assistants

A graduate student who teaches courses or assists in laboratory work the responsibility for which rests on a member of the faculty shall be designated as an Assistant. Assistants do not have faculty status.

D. *Rights and Responsibilities of the Faculty*

1. Rights

a. The Faculty shall have the rights of academic freedom customary in American universities, as defined in the By-Laws.

b. Faculty members shall be entitled to tenure, promotion, sabbatical leaves, retirement plans, pensions, insurance and

health plans, and other welfare benefits as provided for in the By-Laws.

2. Responsibilities

   a. Faculty members shall have the responsibilities customary in American universities in the areas of effective instruction, scholarly growth, and participation in the professional life of the institution, and shall abide by the rules set up by the Faculty or administration, as approved by the President, with the main objective in mind of obtaining the optimal benefits for the students.

II. FACULTY ASSEMBLY

A. *Function*: The faculty, meeting as a collective body, shall be known as the Faculty Assembly.

B. *Officers*:

1. The presiding officer at meetings of the Faculty Assembly shall be the Dean or such person as he may designate.

2. The Assembly shall at its last regular meeting in each odd-numbered year elect a secretary; in his absence the Assembly will elect a secretary pro-tempore.

C. *Meetings*:

1. The Assembly will meet no less than twice each year—in October and in May or June —in regular meeting. The Dean may at his discretion call additional regular meetings. Due notice of all meetings shall be sent out by the secretary at least seven days prior to the meeting, and the notice shall include the agenda.

2. Special meetings shall be called by the Dean upon written request of ten voting members

of the faculty. Such requests shall include the object of the meeting. Due notice of special meetings will be sent out by the secretary at least ten days prior to the meeting. The notice shall include the object of the meeting, and no other business shall be transacted at such a meeting.

3. The minutes of each meeting shall be duplicated and circulated but are treated as non-published unless otherwise specifically directed by vote of the Assembly.

4. Debates and discussions are to remain confidential. Official announcements of actions taken by the Faculty Assembly may be made only by the Office of the Dean or or such other office or person as may be authorized by the Assembly.

5. The secret ballot shall be substituted for a show of hands when it is called for by even a single full-time member of the faculty.

D. *Voting Members*:

All members of the Faculty, and all such members who legally retire, will have the right to attend meetings of the Faculty Assembly and the Departments and speak. The right to vote is given to those who fall into one of the following categories:

1. Full-time faculty members in the College on regular appointment.

2. Members who have legally retired who had a right to vote when they were in attendance; but they shall retain the right to vote for only one year.

3. Members on a leave of absence who had a right to vote when they were in attendance; but they shall retain the right to vote for only one year.

4. The President, the Dean, the Dean of Students, the Librarian of the Pollack Library and the Librarian of the Mendel Gottesman Library.

The Faculty Assembly shall grant the right to vote to those who fall into one of the following categories, upon their request:

5. Full-time officers of instruction in the University who teach three or more hours in the College.

6. Part-time faculty members who have been in the College for five or more years and teach three or more hours in the College.

7. Members who have retired or are on a leave of absence who had a right to vote when they were in attendance for additional years beyond the first year of absence or retirement.

The Faculty Assembly by two thirds vote may grant the right to vote to those who fall into the following category, upon their request:

8. Members of the College Faculty and Administration in addition to those named in paragraph II D 4.

E. *Procedure for Legislation*

1. The Faculty shall formulate its legislation through committees.

2. The text of any committee proposal for faculty action shall be incorporated in the call for the next Assembly meeting.

3. Legislation accepted by the Faculty Assembly shall take effect unless disapproved by the President.

IV. COMMITTEES OF THE FACULTY

A. *Types of Committees*

1. The Faculty shall formulate its legislation through committees.

2. These committees shall be of two types: standing and ad hoc.

B. *Ad Hoc Committees*

1. Ad hoc committees of the faculty, appointed temporarily as the need arises to study specific questions, shall be selected as directed in the resolutions eseablishing such committees.

2. Ad hoc committees shall not serve longer than one year without specific authorization of the Faculty.

C. *Method of Selection of Standing Committees*

1. A Committee on Committees consisting of five full professors shall be elected at a Faculty Assembly in January 1965. The Committee shall poll all voting members of the Faculty for their preferences for committee memberships, and on the basis of these choices the committee shall no later than March 31 recommend to the Assembly a slate of committees to take office September 1.

2. In order to establish rotation in the office the Committee shall at the outset divide each committee, including itself, as evenly as possible into three groups, to serve for one, two, and three years respectively, and shall designate the members of each group. The successors of these original members shall be chosen for a three year term, except for members chosen to fill vacancies, who shall serve for the remainder of the unexpired term.

3. Not later than February 28 of each year the Committee on Committees shall poll voting members of the Faculty for their preferences for such committee memberships as shall be open that year, and on the basis of these choices shall no later than March 31 recommend to the Faculty Assembly members to fill the vacancies.

4. Within one month of a vacancy occurring during the academic year in an unexpired term of office the Committee shall meet and recommend to the next Faculty Assembly a person to fill the unexpired term.

D. *General Regulations for Standing Committees*

1. Only voting members of the faculty may be members of committees.

2. Committees shall be properly represented of the different interests in the faculty.

3. Committees shall consist of not less than three nor more than five members, excluding ex-officio members. Under unusual circumstances the Assembly may increase a committee to a maximum of seven.

4. The Dean shall be ex-officio member of all committees, with the right to speak and vote.

5. Generally, no person who has served for more than one year shall be eligible for reelection to the same committee until two years have elapsed.

6. Each committee shall elect its own chairman and secretary annually.

7. Each committee shall make periodic progress reports to the Faculty and submit a written annual report.

E. *List of Standing Commitees*

1. *COMMITTEE ON COMMITTEES*

a. Functions

1) To nominate members of standing committees, as directed in this Statute.

b. Membership

1) The committee shall consist of five members of full professorial rank.

2. *COMMITTEE ON CURRICULM AND INSTRUCTION*

a. Functions

1) Carry on continuous review of current course offerings and refer to the appropriate departments suggestions (including those of students) made to improve curricular offerings by adding or deleting courses.

2) Review recommendations of the departments for the addition or deletion of courses. If approved by the committee, such recommendations shall be circulated to the entire faculty. If there is no objection within one month from any department or the Dean, the recommendation shall go into effect. If there is any objection the recommendation shall be discussed jointly by all affected parties, and if there is still no agreement, the recommendation shall be referred to a meeting of all departmental representatives for decision. If disapproved by the committee the recommendations shall be returned to the originating department for reconsideration. In the event of failure of the committee and the department to agree the question shall be referred to the Assembly.

3) Establish broad guide lines for the requirements for majors.

4) Study and recommend to the faculty for its consideration such programs as honors work, colloquiums, seminars, and advanced placement programs (the administration of these programs to be the task of the Scholastic Standing Committee).

5) Study the impact and effectiveness of national standardized tests in the light of our courses of study.

6) Study and recommend to the faculty for its consideration new developments in audio-visual aids and other media for improving teaching methods and techniques.

7) Study and acquaint the faculty with national symposiums, conferences, and educational programs, and encourage participation in such meetings.

8) Study and recommend general requirements for graduation from the College.

9) Study and acquaint the Faculty with new developments in higher education generally.

3. *LIBRARY COMMITTEE*

a. Functions

1) Act as liaison between the faculty and library staff.

2) Study and acquaint the Faculty with the resources and problems of the Pollack Library and those facilities of the Mendel Gottesman Library and other University libraries which have relationship to the curricular offerings of Yeshiva College in terms of the curricular offerings of the College.

3) Make recommendations for the improvement of library conditions in general and for smooth library operation.

b. Membership

1) The Director of Libraries and the Librarians of the Pollack and Gottesman Libraries shall be consultants to the Committee.

4. *SCHOLASTIC STANDING COMMITTEE*

a. Functions

1) Study and recommend to the faculty policies on: (a) scholastic standards and performances; (b) student absences; (c) the grading system; (d) minimal student performance and academic probation and dismissal; (e) disciplinary probation; (f) honors at graduation; (g) Dean's List; (h) student work load; (i) student employment and participation in extracurricular activities.

2) Aid the Office of the Dean in the implementation of these policies.

5. *WELFARE COMMITTEE*

a. Functions

The Welfare Committee shall concern itself with matters affecting the morale and the physical and material welfare of the faculty. As part of its duties it shall:

1) seek to ensure maximum benefits for the faculty and call to the attention of the faculty matters which in its judgment call for study and action.

2) study and recommend procedures to encourage and assist faculty members with (a) research (b) publications (c) participation in learned and professional societies.

3) hear and seek to resolve grievance of intra- and inter-relations of faculty and administration.

6. *STUDENT ACTIVITIES POLICY COMMITTEE*

a. Functions

1) Consider questions of policy for student activities submitted to it by the Yeshiva College Student Council and advise the Council of the result of its deliberations. Consenting advice by the committee on a given matter shall exempt those acting in accordance with this advice from the lodging of charges with the Student Activities Judiciary Committee.

b. Membership

1) No member of the Judiciary Committee may serve on this committee.

7. *STUDENT ACTIVITIES JUDICIARY COMMITTEE*

a. Functions

1) Receive and consider complaints and grievances concerning student violations of established policy on cocurricular activities, and violations generally of discipline and good taste in such activities. Any member of the faculty or administration may bring a complaint to this committee, which shall recommend appropriate action to the Dean.

2) Hear complaints by students regarding the infringments of or interference with their rights, privileges, and immunities in the sphere of student activities.

b. Membership

1) The committee shall consist of six members, all with equal vote, three to be chosen by the faculty and three to be chosen by the students.

2) The faculty members shall be elected for overlapping three year terms, as the members of all standing committees of the faculty are selected. No member of the Policy Committee may serve on this committee.

3) The student members shall be chosen for a one year term by the Yeshiva College Student Council in the Spring of each year for the following academic year. There shall be one senior, one junior, and one sophomore on the committee. No member of the Student Council may be a member of the committee.

4) At its first meeting each year the Committee shall by a majority vote choose a non-voting chairman from the ranks of the faculty.

c. Procedures for Hearing Complaints

1) Requests that committee hearing be held on a complaint or grievance shall be directed in writing to the chairman who shall be directed in writing to the chairman who shall bring them to the attention of all members of the committee within one week.

2) The committee shall commence formal action on a petition directed to it not later than three weeks after it has been filed.

3) In case of tie vote on any matter before it, the chairman of the committee shall so inform the Dean who shall attempt to compose the differences within the committee. Should the deadlock persist the Dean shall cast a ballot to break the tie.

8. *COMMITTEE ON THE AGENDA*

a. Functions

1) To assist the Dean and Secretary in preparing the agenda of Faculty Assembly meetings.

b. Membership

1) The committee shall consist of three members elected for a one-year term.

VI. AMENDMENTS TO THE STATUTE

A. This Faculty Statute may be amended by the following procedure:

1. Proposed amendments shall be submitted in writing to the Secretary of the Assembly in the form of a petition signed by at least five voting members. The Secretary shall duplicate and distribute the proposed amendment to the Faculty. The proposed amendments shall be placed on the agenda of the next meeting of the Faculty Assembly, provided that the petition is submitted at least two weeks in advance of the meeting.
2. The proposal shall be discussed by the Assembly, but a final vote may not be taken at this meeting. The amendment shall become the first order of business at the next meeting at which time the final vote may be taken.
3. A final vote shall be taken by secret ballot.
4. The amendment must receive the approval of an absolute majority of the voting members of the Faculty.

B. At least once every five years the Faculty Assembly shall elect a committee of five to re-examine the Faculty Statutes in the light of changing administrative and academic conditions. Recommended changes shall be submitted for consideration to the Faculty Assembly in

accordance with the procedure outlined in paragraph A 1.

C. Amendments accepted by the Faculty Assembly shall be submitted to the President for approval.

VII. GENERAL PROVISIONS

1. The details of this Statute shall be filled in by By-Laws, which shall be adopted and amended in the same way as amendments to this Statute, except that only a majority of those present and voting in the Faculty Assembly shall be required for adoption.
2. The latest edition of Robert's *Rules of Order* shall govern all meetings of the Faculty Assembly, of the departments, and of faculty committees, unless the Assembly adopts other rules of procedure.
3. The Statute and the By-Laws will become effective fifteen days after they have been accepted by the President upon recommendation of the Faculty by majority vote at a regular or special Faculty Assembly.

EMPLOYER'S EXHIBIT NO. 56

YESHIVA UNIVERSITY

YESHIVA COLLEGE

Upon recommendation of the Administration, Faculty and Student Body of Yeshiva College, the President approved the establishment of a Senate to govern the affairs of the College as specifically set forth below, and in accordance with the ideals and goals of this institution. Its intent is to share responsibility for the operations and improvement of the College among the groups that constitute the College.

This new development at Yeshiva College is the outcome of cooperation among Administration, Faculty and Students who comprise the College, and will rebound, it is hoped, to the best interests of the College and its traditions in its continued growth.

CONSTITUTION OF THE YESHIVA COLLEGE SENATE

(In effect June 1969, with later amendments as indicated, through October 72)

ARTICLE I. COMPOSITION AND ORGANIZATION

Section 1. The Yeshiva College Senate shall be composed of members of the Administration, the Faculty, the Student Body, and the Alumni as follows:

a) Administration: The Dean of the College, the Vice President for Student Affairs, the Registrar, and the Director of Admissions shall serve *ex officio*, and one other University academic officer designated by the President. (Amended 4/1/71)

b) Faculty: Eight full-time faculty members, with each rank represented, preferably two from each rank, elected by the Faculty Assembly for two-year overlapping terms, four each year. (Amended 5/27/71)

c) Students: Six students (three or four incoming Seniors and the remainder incoming Juniors) selected by the incoming Student Council, in the manner prescribed by the Yeshiva College Student Council Constitution, in accordance with section 2 of this article. (Amended 4/13/72)

d) Alumni: One alumnus appointed by the Yeshiva College Alumni Association. The Alumni Association may designate an alternate who shall serve only in the absence of the regular representative. (Amended 10/10/69, 6/15/70)

Section 2.

a) The sophomores chosen each year shall serve for two years, and the juniors for one year. (Amended 10/19/72)

b) Student candidates for the Senate shall be required to have at least a 3.000 cumulative academic average, and shall be required to maintain this average during their term of office. In all other respects, the election and tenure of the student members shall be governed by the regulations pertaining to other extracurricular activities.

c) All students who meet the above qualifications are eligible to serve on the Senate, with the exception of the President of the Yeshiva College Student Council, and the Editor-in-Chief of the Commentator.

Section 3. If any member resigns, or is found ineligible for office, the body which originally elected him shall elect a replacement to serve the remainder of the unexpired term of office. (Renumbered and rearranged 12/70)

Section 4. The faculty and student members of the Senate shall be selected in the Spring semester of each year, during the month of May, on a date to be determined by the Senate, and shall assume office immediately. The results of the elections shall be publicized to the Yeshiva College community. (Renumbered and transitory provisions omitted 12/70)

Section 5. The first session of the Senate each year shall be called by the Dean in June. Thereafter the elected chairman shall call the Senate into session at his discretion, but not less frequently than once a month during the school year. Meetings must be called when requested by a majority of the members. (Renumbered 12/70)

Section 6. At its first session each year, the Senate shall elect a Chairman and a Secretary. The Chairman shall be a student or faculty member and shall not vote except in the case of a tie. (Amended 5/28/70)

Section 7. The Secretary shall keep a record of all deliberations and of all reports and communications received by the Senate, and shall make the minutes public to the Faculty and to the Student Body.

Section 8. Each member of the Senate shall have one vote. (Amended 10/10/69)

Section 9. All policy decisions of the Senate shall be made by simple majority vote, and in all procedural matters the Senate shall follow Robert's Rules of Order.

Section 10. A quorum shall consist of twelve members, with at least two from each group (except the Alumni) being present. (Amended 6/15/70)

ARTICLE II. SCOPE

Section 1. The Senate shall have jurisdiction over the academic affairs of the college, as specifically set forth below:

a) Academic standards, admissions policy, curriculum and requirements for degree.

b) The establishment of new majors, and new courses. In the above matters, the Senate shall be required to consult with the Department and Division Heads involved before voting on the issue.

c) Determination of policy on: 1) standards of scholastic performance; 2) student attendance; 3) the grading system; 4) academic honors.

d) Discussion and disposition of all matters submitted to it by the Administration, the Faculty, and Student Council.

Section 2. The Senate shall make policy recommendations to the appropriate bodies on matters affecting faculty welfare, including appointments, promotions, leaves of absences, honors, and remuneration.

Section 3. All measures passed by the Senate shall be submitted to the President and the Faculty Assembly, both of whom shall have the power to veto, the latter by a two-thirds majority vote of its members present. Any measure not vetoed within fifty school days (classes in session) after its communication to the President and Faculty Assembly shall be considered adopted. A recommendation of the Senate may also be approved by affirmative action of the Faculty Assembly within the fifty day limit; such action shall be communicated to the President, and upon his approval the measure shall be effective. (Amended 12/18/69)

Section 4. The Senate shall have no jurisdiction over the administration of Academic regulations and the awarding of academic honors to students, i.e. admission, probation, dismissal, academic honors and prizes.

Section 5. The Senate shall have no jurisdiction over extra-curricular activities or the administration of student discipline.

ARTICLE III. COMMITTEES

Section 1. Two student members shall be appointed for one year by the Student Council to the following committees: Curriculum and Instruction, Welfare, Library, Student Activities Policy, Scholastic Standing, whose

present membership, organization and scope are described in the sections of the Yeshiva College Faculty Statute appended hereto. Student members of the Welfare and Scholastic Standing Committees shall participate in all activities of the committees except when they deal with specific individuals and cases.

Section 2. All Committees shall report to the Senate as well as to the Faculty Assembly.

ARTICLE IV. AMENDMENTS

Section 1. Amendments to the present constitution shall require a two-thirds (⅔) majority vote of the voting membership of the Senate. Notice of a proposed amendment must be included with the announcement of the meeting.

APPENDIX

Pertinent sections of the Yeshiva College Faculty Statute, included in accordance with Article II, Section 1:

2. *COMMITTEE ON CURRICULUM AND INSTRUCTION*

a. Functions

1) Carry on continuous review of current course offerings and refer to the appropriate departments suggestions (including those of students) made to improve curricular offerings by adding or deleting courses.

2) Review recommendations of the departments for the addition or deletion of courses. If approved by the committee, such recommendations shall be circulated to the entire faculty. If there is no objection within one month from any department or the Dean, the recommendation shall go into effect. If there is any objection the recommendation shall be discussed jointly by all affected parties, and if there is still no agreement, the recommendation shall be referred to

a meeting of all departmental representatives for decision. If disapproved by the committee the recommedations shall be returned to the originating department for reconsideration. In the event of failure of the committee and the department to agree the question shall be referred to the Assembly.

3) Establish broad guide lines for the requirements for majors.

4) Study and recommend to the faculty for its consideration such programs as honors work, colloquium seminars, and advanced placement programs (the administration of these programs to be the task of the Scholastic Standing Committee).

5) Study the impact and effectiveness of national standardized tests in the light of our courses of study.

6) Study and recommend to the faculty for its consideration new developments in audio-visual aids and other media for improving teaching methods and techniques.

7) Study and acquaint the faculty with national symposiums, conferences, and educational programs, and encourage participation in such meetings.

8) Study and recommand general requirements for graduation from the College.

9) Study and acquaint the Faculty with new developments in higher education generally.

3. *LIBRARY COMMITTEE*

a. Functions

1) Act as liaison between faculty and library staff.

2) Study and acquaint the Faculty with the resources and problems of the Pollack Library and those facilities of the Mendel Gottesman Library and other University libraries which have relationship to the

curricular offerings of Yeshiva College in terms of the curricular offerings of the College.

3) Make recommendations for the improvement of library conditions in general and for smooth library operation.

b. Membership

1) The Director of Libraries and the Librarians of the Pollack and Gottesman Libraries shall be consultants to the Committee.

4. *SCHOLASTIC STANDING COMMITTEE*

a. Functions

1) Study and recommend to the faculty policies on: (a) scholastic standards and performances; (b) student absences; (c) the grading system; (d) minimal student performance and academic probation and dismissal; (e) disciplinary probation; (f) honors at graduation; (g) Dean's list; (h) student work load; (i) student employment and participation in extracurricular activities.

2) Aid the Office of the Dean in the implementation of these policies.

5. *WELFARE COMMITTEE*

A. Functions

The Welfare Committee shall concern itself with matters affecting the morale and the physical and material welfare of the Faculty. As part of its duties it shall:

1) Seek to ensure maximum benefits for the faculty and call to the attention of the faculty matters which in its judgment call for study and action.

2) Study and recommend procedures to encourage and assist faculty members with (a) research (b)

publications (c) participation in learned and professional societies.

3) Hear and seek to resolve grievances of intra- and inter-relations of faculty and administration.

6. *STUDENT ACTIVITIES POLICY COMMITTEE*

a. Functions

1) Consider questions of policy for student activities submitted to it by the Yeshiva College Student Council and advise the Council of the result of its deliberations. Consenting advice by the Committee on a given matter shall exempt those acting in accordance with this advice from the lodging of charges with the Student Activities Judiciary Committee.

b. Membership

1) No member of the Judiciary Committee may serve on this committee.

EMPLOYER'S EXHIBIT NO. 58

February 18, 1974

To: Academic Deans & Directors

From: Joshua A. Fishman
Vice President for Academic Affairs

Re: Further guidelines re tenure

The recently approved "Revised Statement of University Policy on Tenure and Appointments" is indicative of the President's and the Board's commitment to faculty tenure as a fundamental feature of academic life at YU. It is appropriate at this time, therefore, that we also face one of the possible consequences of tenure policies, particularly in periods of financial difficulty, namely the possibility of over-extending tenure to the point that too few or no *new* appointbents can be made even when such are crucially needed. Clearly we must guard against this as judiciously and as consistently as possible.

Whereas some universities have adopted departmental quotas in this connection (e.g. CUNY's 50% policy) and others: departmental ranges (e.g. Union's "no less than 30% and no more than 70%" policy), YU has not worked out a set of guidelines to refer to in this area. It is quite important that such becomes available soon as part of each academic unit's procedures in processing tenure recommendations. Only in this way will it be possible to avoid the "locked-in" curricular and intellectual consequences that inevitably flow from inability to make new appointments.

Since this is a matter of some urgency as well as delicacy, I would like to ask you to establish an appropriate procedure at your school in order to examine this issue and in order to propose a set of guidelines in this connection, for review by University-wide bodes (some of which are already in existence and others which may yet be appointed), both at faculty and administrative

levels. I would particularly like to *stress* the need for getting your unit's recommendations to me by the end of March.

/s/ Joshua A. Fishman

JAF:em

cc: Deans Bacon, Gittler, Hoenig, Komar, Mirsky, Rabinowitz and Rosenthal (Green), Rabbis Faivelson, Besdin and Dr. Jaffé

EMPLOYER'S EXHIBIT NO. 59

YESHIVA UNIVERSITY

EXECUTIVE COUNCIL

July 15, 1971

Regulations Governing Staff Members Taking Courses at Yeshiva University

1. The general rule is that persons in a position to influence grades or examination results may not take courses. Specifically:

a) Secretarial, administrative or teaching employees of the University who work in or for a specific School may not take courses in that School, neither for a degree nor for credit. (Doctoral candidates may teach master's level courses in their school as part of a fellowship or teaching assistantship. Under State law, they may not teach other doctoral students.)

b) When taking courses in a division other than the one in which the staff member works, he must secure approval from his supervisor and from the dean or director of the School in which the courses are offered.

c) Persons listed in the catalogs of Yeshiva University as members of the University administration or as deans and directors are not permitted to take any courses for credit at Yeshiva University.

d) Persons holding the rank of assistant professor or above at Yeshiva University may not enter a Yeshiva University degree program after July 1, 1971.

e) Any doubtful instances are to be referred to the Executive Council.

2. Full-time employees are normally limited to taking 6 credits. A maximum of 9 credits may be permitted if the staff member's supervisor certifies that such a program of study would not interfere with the staff member's obligations to the University. Under no circumstances may a full load of 12 credits be taken.

3. Generally, no close relative of a faculty member (such as a spouse, child or sibling) may take a course taught by such faculty member. If that course is the only available section, and the course is required or recommended for the student's program, the appropriate dean may permit it, but only on a P/N basis. No close relative may sit on a committee evaluating a student.

4. Immediately after registration, the dean or director of each School will provide to the Registrar a list of all members of his staff taking courses in other divisions of the University and of all employees in other divisions who are taking courses in his School. The Registrar will bring to the attention of the Executive Council all instances of persons taking courses contrary to these regulations.

EMPLOYER'S EXHIBIT No. 60

Deans: Bacon, Gittler, Hoenig
Jaffe, Mirsky, Rosenthal
(Green) Vice Pres. Socol

Emeritus Status

Dr. J. A. Fishman
Vice President, Academic Affairs

President Belkin has approved the following recommendation of the Committee on Academic Procedures:

> A distinguished member of the full time, tenured Yeshiva University faculty who retires with the rank of Professor, may be recommended by his department, division or school, with documentation, for the title of "Professor Emeritus". Such recommendation requires the approval of the faculty member's dean and the Office of the President. The title Emeritus extends privileges such as catalog listing, attendance at appropriate University's functions, and use of library facilities. Emeritus Professors may be invited to lecture at or to advise the University as necessary. The title Emeritus should be reserved for the most distinguished faculty only and should not be thought of as a routine procedure upon retirement.

Please notify faculty accordingly so that the recommendation and approval processes can be appropriately implemented.

EMPLOYER'S EXHIBIT No. 61

WURZWEILER SCHOOL OF SOCIAL WORK
YESHIVA UNIVERSITY

INTRODUCTION TO SELF STUDY REPORT

Prepared by Dr. Solomon H. Green

The Self Study conducted by the faculty and staff of the Wurzweiler School of Social Work was completed by June, 1973, which marked the end of the academic year.

It is, of course, erroneous to speak of the "completion" of our School's self study; in the course of our faculty's work within the School, there has always been an ongoing process of self study and evaluation. Nevertheless, the 1972-73 self study process was a special effort by our faculty to give focused attention to where we have been, where we are now, and where we think we should be in the future. This represents a significant step in the ongoing assessment process which has led to an educational program for social work practice and philosophy which we are proud to declare as second to none.

When the Wurzweiler School of Social Work was founded it was given the charge by Dr. Belkin that it be a professional school of social work; and that it have a special commitment to preparing students for Jewish Communal Service.

From the beginning what was important was the School's admissions process, which reflected a philosophy of social work education. Other areas valued by the faculty early in the School's history and which continue to influence the School's policies and programs are:

The centrality of the student in the educational process;

The small size of the School (this was an *idea* rather than the result of circumstances);

An atmosphere of "caring" in the School;

Close student-faculty relationships;

The "idea" of close intimate relationships between School and agencies and students;

The "idea" of small class size;

The "idea" that teaching and learning is a two-way process in which investment of student was important, and so was the investment of the faculty *with* the student. Therefore, in parallel fashion the worker-client relationship is important;

The "idea" of student input;

The "idea" of flexibility—that we could make special arrangements with and for individual students;

The "idea" of using current case material from student work;

Not "content," but the dynamic interchange between student and faculty, and between students;

The "idea" of emergent learning as it comes through dynamic interchange and interaction.

These areas were of great concern to faculty. They reflected a philosophy of social work education. *Faculty seemed more concerned with areas that were related to an attitude about social work education, or the atmosphere in which social work education could take place.* Knowledge was never disparaged, but faculty was interested in the student's "becoming" rather than what he learned.

Initially our Jewish purpose was seen as a "backdrop." Jewish School Philosophy was taught as a factual course. Biblical and Talmudic sources were used to illuminate issues relevant to social workers. Subsequently, the Jewish purpose was recognized to be an intrinsic component. Confrontation with Jewish identity was part of the process of becoming a social worker in our School. The purpose of the Jewish Social Philosophy course became that of helping the student to uncover the ethnic and philosophic components of the Jewish group and to look for his own ethnic and philosophic religious foundations in the process. The fulfillment of this purpose is possible whether the student is Jewish or not, just as

there is a need to look at the interaction between various ethnic components and to develop awareness of their importance in the helping process and in the struggle to develop self-awareness and ethnic identity.

The Jewish component was expressed in the whole of the curriculum. This component is central for work in any setting where Jews are clients.

This outline of our educational philosophy and purpose reveals the faculty's continuous efforts to make meaningful and functional the early charge given to our School by Dr. Samuel Belkin.

Report on the Yeshiva University

WURZWEILER SCHOOL OF SOCIAL WORK

SELF-STUDY

Conducted During Academic Year 1972-73

InSpring, 1972, Dr. William Rosenthal, our Dean, requested that Dr. Solomon Green, Assistant Dean, organize and develop the process and procedures for the W.S.S.W. faculty to conduct a Self-Study. This undertaking was based upon the request of the Yeshiva University Executive Council, that all schools and departments of Yeshiva University initiate and conduct a self-evaluation. On May 22, 1972, Dr. David Mirsky conveyed the following recommendations:

"1. The Dean or Director of every unit in the University should be requested to organize a self-evaluation within his unit at the beginning of the academic year.

2. Among the points to be covered in this self-evaluation should be: An assessment of strengths and weakness; directions which the unit feels it should follow; plans for the development or discontinuation of programs and/or activities; projections for resources; financial and human, which will be af-

fected by these plans; areas which require university-wide decision and deliberation.

3. The sub-committee should gather the self-evaluations from all of the units, render regular progress reports to the Executive Council, and make every attempt to have a first draft of a total self-evaluation completed by the end of the next academic year."

The Wurzweiler School of Social Work faculty, after it had opened the academic year in the Fall of 1972, and organized its classes, and assigned and guided their students to their field instruction placements in the numerous social agencies throughout the City of New York, its suburbs, and in the Greater Metropolitan area of New Jersey, then organized to meet the charge of the Executive Council that a self study be conducted by the School.

In preparation, available reports of self studies done by other institutions of higher education, and the accreditation reports prepared by the Wurzweiler School of Social Work faculty in 1958-59, and in 1968-69, for the Council on Social Work Education Committee on Accreditation were studied.

Consultation was sought from Drs. Aaron Beckerman and Joel Sacks of the Wurzweiler School of Social Work faculty, on developing appropriate methods and procedures for the self study. The faculty then became deeply engaged and committed to this evaluation process.

At special meetings to plan the details of the self study, in October and November, 1972, the faculty as a whole explored the meaning of the self study, its usefulness to Yeshiva University, the demand it would make upon the faculty, and the implications of the self study for present and future work. The value of the self study was affirmed, the methods to be used and the areas to be studied were seen as emergent, as would be the findings, the conclusions, and the plans that would be projected for the future.

The months of December, 1972 and January, 1973 were used by a small faculty committee to organize and recommend *Self Study Procedures.* Seven committees

were developed, which began to meet regularly each week.

All members of the faculty should be commended for the demonstrated dedication and commitment to the Self Study Process. Ongoing teaching, faculty advising and agency liaison responsibilities were heavy, administrative demands required time and atention to insure the *ongoing* conduct and quality of the educational program of the Wurzweiler School of Social Work.

The faculty never fully achieved its goal of maximum involvement of alumni, field instructors and students. Nevertheless, field instructors were consulted on future evaluation procedures of agency field placements, students regularly attended meetings of the Committee on Student-Faculty Relationships, and participated meaningfully and constructively in the faculty spring evaluation sessions. (It should be noted as illustrative of the ongoing assessment activities *outside* of the Self-Study framework, that students and faculty—meeting during the year—conceived, organized and sponsored a special meeting between the first year students and the admitted students of the 1973-74 entering class.)

Special illustration of the influence of self study upon ongoing work was the deliberate effort of the Wurzweiler School of Social Work Doctoral Committee to merge its own ongoing evaluation of its educational program (ending its fourth year) with the self-study process.

In May, 1973 all seven committees submitted their final reports. These reports summarized the self study process of each committee, the issues that had been raised and discussed, and the recommendations to the faculty.

Four days were set aside during our spring evaluation time for discussion of the various self study recommendations. Students were present for the entire first day to talk with faculty about relationship of students to governance of the School; to discuss changes in the second year curriculum and to help in the deliberations of the work of the Admissions Committee.

SELF STUDY COMMITTEE REPORTS:

1. *Committee on Student-Faculty Relationships*

There is an extensive network of student-faculty relationships by which communication takes place between "The School" (faculty decisions) and the students: through their participation in their own student organization; through working jointly with faculty in ongoing study and assessment of the policies and programs of WSSW. This faculty-student relationship also includes the easy access to administrative offices, classroom teachers, and to faculty advisors.

For example: Through their own activity and through representation of their views to their faculty advisors, extended program students, were instrumental in helping faculy re-assess the order and timing of the educational program so it would be even more effective for this group of students.

Faculty noted the policy is to stay with assigned advisor, but changes have been made in the past. In the Fall, 1973, student interest in the process of how assigned advisors can be changed will be studied to develop appropriate guidelines. A request for a Student-Faculty Senate was submitted. The advisability of a new organization will be explored as a subject for discussion in the Fall. Such a proposal will be placed before the whole student body for discussion prior to meetings of faculty and students on this plan.

2. *Committee on Admissions*

A review of the admissions process by both the faculty and the students resulted in the following recommendation:

1. Students will continue to sit in *advisory* capacity to Committee on Admissions.
2. That we help students to meet with the next year's incoming class in the Spring, prior to academic beginning (as initiated in 1972-73).

3. That we experiment with group interviewing; that we continue enlisting cooperation of alumni for admission interviews.
4. Accepted candidates who request that we hold place for them for the year after, shall be required to contact WSSW by December 1st of their intention to enter the following September.
5. The principle emerged that student diversity has to be consistent with the special mission of this School and that in view of this mission there is and ought to be a degree of self selection involved in determining who applies here.
6. Each faculty member will continue to do a minimum of 10 admission interviews.
7. Admission interviewing procedures will be evaluated.
8. We will continue our policy of "Rolling Admissions."
9. That an alumni representative be on the faculty admissions committee.
10. The faculty decided to accept 100 incoming students to be distributed among the various sequences as follows: 40 caseworkers, 40 group workers, 10 community organization and 10 extended program students.

3. *Committee on Outside Relations*

The following principles were enunciated:

a) That intra-university linkages receive highest priority; e.g., The Colleges and A.E.C.O.M.

b) That we be guided by the educational purposes of relations with outside" agencies, institutions, and organizations to maintain our focus on education for the practice of social work.

c) That our relationships be appropriate to the resources available to WSSW.

d) We recognize that our relationships are to be guided by our threefold purposes as a school of social work: Teaching, Service, Research.

e) We are interested in institutional arrangements to expand and to build relationships.

f) A faculty member should monitor our outside relations, coordinate these contacts.

Faculty will examine deepening our relations with WSSW field instruction agencies.

The faculty agreed to focus on the following relationships in the coming year:

1. To discuss and develop the interest of the Erna Michael College and the Stern College of Yeshiva University to establish a continuum in social work education combining the undergraduate and graduate educational programs

   This connection with our undergraduate colleges was seen as related to

   a) University recommendations

   b) supporting and furthering our Jewish mission, and

   c) recruiting of committed persons

2. To continue our interest in the relationship under exploration with AECOM, which has the merit of

   a) meeting University recommendations for linkages between schools

   b) exploring and developing a track of social work for health professionals

   c) to meet our responsibility for service to the general community

3. To continue and to deepen our relationship with the National Jewish Welfare Board which has the merit of

   a) enhancing our interest in preparation for service to the Jewish community, and

   b) furthering our interest in the development of social group work as a "method."

It was recognized that these three linkages must be ongoing, but may be affected by other School priorities for use of our resources and purpose.

The faculty suggested we consider other special relationships to J.O.T.S., with the Alumni Organization, and to the Federation's Wiener Foundation Committee. Special attention will be focused upon "The Institute for Jewish Survival through Jewish Communal Institutions," initiated by our Dr. Lloyd Setleis.

4. *Committee on Field Instruction*

Faculty will use the criteria forms prepared for evaluating field placement agencies ongoing in our work with old and new social agencies; to engage agency executives and field instructors for mutual evaluation.

Agency field instructors who have made a commitment to one social work method of providing an agency service (i.e., casework) *may* supervise our students who are desirous of developing skill in a different method (i.e., group work). Casework field instructors who will be supervising group workers will receive faculty guidance. A significant discussion of the "nature of our social work business" in a social agency: What is "the service" students are expected to provide? What is the psychology that different service provides; what does it generate in the social worker and in the client? The "social" aspect of social work is reflected in the dynamic tension between what the community needs (through the sponsorship of the social agency) and what the client needs from the social agency, for the client is seen as experiencing a social need personally felt. This brief outline of a discussion is included in this Self Study Report to reflect

the faculty's recognition, 1) of existing philosophical differences and 2) faculty's recommendation that time be devoted to substantive issues. The School policy was reaffirmed that students shall be placed in a different agency field placement in each of the two years. In some cases, if the educational purposes of the student and the School are best served, a student may be allowed to spend two years in the same agency.

5. *Committee on Administrative Procedures*

The deliberations of this report focused upon how faculty shared in the governance of the School; the appropriate use of the collective time of faculty (in committee work and in faculty meetings); and upon the administrative structure facilitating achievement of the School's objectives.

1. Decisions reflected strong interest in faculty (in-service) development, and in use of time for discussion of substantive educational and professional issues and concerns. The number of faculty meetings would be reduced, and would focus on procedural issues requiring full faculty deliberations; faculty sessions would be devoted to substantive matters dealing with our profession, social work education, and Jewish matters of interest.

2. Structure for administering the School brought two suggestions for further study:

A) That we develop a structure to deal with issues, recommendations, and decision-making through different organized segments of the faculty, *i.e.*,

By the Personnel Committee

By the Dean alone

By the Dean and the Cabinet (a group composed of elected faculty members plus the Assistant Dean).

By the Dean and the whole faculty assembled.

B) A second proposal was for administration to be organized in the following manner for the purposes noted:

1. The Personnel Committee
2. The Cabinet—concerned with educational objectives to facilitate communication to, between, and among faculty

   To recommend and establish appropriate committees for work to be done
3. Faculty development: especial attention to the system of mentoring individual faculty members
4. Faculty meetings to deal with administrative matters and for dealing with substantive matters, agenda making, policy development and decision-making
5. Faculty-student educational relationships concerned with work of faculty as faculty advisors, the processes of student assessment, the work as liaison with agency placements and field instructors
6. A committee structure concerned with each of these three interests of the School:
   a. the alumni
   b. field instruction
   c. student organization

Faculty agreed to the recommendation that we increase the size of the entering class of September, 1973, recognizing that it would make its educational task more difficult, because this would make for larger classes, more sections for each course and increase the use of more part-time faculty. There was brief exploration of criteria to guide the appointment of part-time instructors, and for the assignment of teachers to courses.

6. *Committee on Curriculum*

In an earlier meeting with students, faculty discovered that the entering second year class did not have any opinions about the established second year curriculum. They did, however, reveal much understanding about the educational objectives and processes of WSSW's program.

Faculty discussion clarified curriculum concerns:

1. Students will begin to work on their investigative essays in their 3rd semester for completion and submission before the end of their 4th semester.
2. The present 2nd year curriculum was evaluated, resulting in the following:
   a) the practice course is to be a one-year course—because experience supports the view of our students that practice should receive ongoing study
   b) the third semester will be organized as follows:

      Practice (Method) course

      Social Research II

      Psychosocial Pathology

      Jewish Social Philosophy

      Electives: Essentials of Social Group Work

      Essentials of Social Casework

      Essentials of Community Organization

      Administration
3. Further discussion of other electives will be held
4. Faculty reaffirmed the policy against auditing
5. The 1973-74 academic calendar was approved.

   The teaching schedule will be distributed during the summer, now that faculty members have been seen and commented on the proposed schedule.

7. *Committee on Doctoral Program*

The Doctoral Committee was constantly engaged in the process of assessing the objectives and the program of study leading to DSW degree, at its regular meetings throughout the year.

Stimulated by the self study, two innovations were recommended, and approved:

1. Beginning September, 1973, a limited number of part-time students would be admitted to the following two courses: Jewish identity and Urban Crisis. Part-time students would have all the desired qualifications required of full-time students. It was recognized this would assist practitioners to return to full-time study.
2. Two new courses would be introduced to be required of all students, though to be given as electives for the present entering second year DSW class:
   a) A study of the literature on research in social work
   b) History of social work
3. June, 1973, records the presentation of this program's first DSW degree to Dr. R. Schindler of Ramat Gan, Israel.
4. The Doctoral Committee reaffirmed the integrity of the first year program as it is now structured. The 1972-73 class was proof of the usefulness and validity of the educational program as presently organized.
5. There was to be further study of the value and structure of the Colloquim.

SUMMATION:

It is our opinion that through concentration on substantive matters and upon procedural concerns, the self study program effectively enabled the faculty to develop

a new sense of its togetherness in objectives and in commitment. The self study process was particularly helpful in becoming another vehicle by which faculty members could relate to the new administrative leadership of the Dean and to feel itself again reaffirming agreement of "why we are here" and "what we are here to do."

Faculty and Staff should be commended for the energy and devotion and time which each gave to the process of this self study.

EMPLOYER'S EXHIBIT NO. 63-A

[EMBLEM]

YESHIVA COLLEGE

SCHEDULE OF COURSES

1973-1974

GENERAL COMMENTS

1. This is the schedule of courses for both the fall and spring semesters. Please keep your copy since you will not receive another one for spring registration. You are advised to bring the schedule with you when you come to register, otherwise, you will be handicapped during your registration processing.
2. The college reserves the right to cancel courses or sections. There will be, of course, no charge for resulting program changes.
3. Instructor assignments are tentative and subject to change.
4. UNDER NO CIRCUMSTANCES WHATSOEVER WILL THE DEAN GIVE PERMISSION TO TAKE MORE THAN A TOTAL OF 17½ CREDITS PER SEMESTER. (That includes credit for courses the student takes with permission of the college at another school of Yeshiva University or outside the University).
5. No notion is made as to whether a course has prerequisites; these are listed in the catalog. STUDENTS ARE RESPONSIBLE FOR KNOWING ALL THE PREREQUISITES OF COURSES. Students should carefully consult both the catalog and its supplement before registration.
6. No credit is given for an elementary course taken after completing an advanced one. If you have any doubts about the application of this rule, file a Request Form for information in Room F 125.
7. Information concerning room numbers will be made available when school begins.
8. The credit value of each course is given following the course title.
9. The following system is used to designate sections: the first digit determines the day (Sunday 1-Friday 6), the second digit the first hour of meeting, the third digit the number of sections offered at the same hour. Thus, the figure 252 for example means the first class meeting in the week is on Monday (the number ignores the fact that the class may also meet on another day); the first hour the class meets on that day is sometime between 5 and 5:55 (thus, a class beginning on Monday at 5 or 5:30 or at 5:45 would still carry the number 5 as its second digit); and that this class is the second section of the course scheduled at the same time. Courses for which hours are to be arranged are designated with code number 901.
10. A student may not register as a Premedical-Predental major in his senior year without the written permission of the Premedical-Predental Advisor. Students who are Premedical-Predental majors cannot drop this major in their senior year without prior approval of the Premedical-Predental Advisor. All courses required for a Premedical-Predental major (see catalog) must be taken at Yeshiva College.

NOTES ON COURSES

1. All students above the freshman year may choose one elective each semester to be graded by P or N. Regulations regarding this system will be found in Form T28.1, available at the Office of the Registrar
2. Unless special permission is received in writing from the Dean, FRESHMEN AND SOPHOMORES MUST FOLLOW THE REQUIRED COURSES OF STUDY, AS LISTED IN THE CATALOG (e.g. completion of English 1.1 and Speech 1 in the freshman year and English 3-4 in the sophomore year). In addition, students required to take History 71-72 must register for it in their sophomore or junior year.
3. No senior will receive credit for English 1.1, 3-4, or Speech 1. Any senior who has postponed taking these lower division required courses until his last

year has to count the courses in his work load but will not receive any credit for them, although they count in his average. Seniors are also permitted to take these courses at any accredited college and will receive full credit for them in that case. They must, of course, follow established procedures for applying for outside work. (Secure Form P10 from the Office of the Registrar.)

4. Two terms of Health Education are required for graduation for all students and must be taken in the first year. STUDENTS WITH HANDICAPS ARE NOT EXCUSED FROM HEALTH EDUCATION REQUIREMENTS.

5. Several courses given at YU's graduate schools are open to seniors. The regulations governing such courses are given in Form P3.2, available in the Office of the Registrar. If you wish to register for such courses, you must first secure permission on Form P3.1. If the course is given during YP, EMC, or JSS hours you must also have written permission of the dean or director of your school to take the course.

6. New Programs:

   Yeshiva College proudly announces that the New York State Education Department has approved three new programs submitted to them:

   a—BA/MA program in Chemistry. Prerequisites for admission:

   3.0 overall average; 3.4 in Chemistry and completion of Chemistry 16 and approval of the BA/MA Committee.

   b—BA/MA program in Mathematics. Prerequisites for admission:

   3.0 overall average; 3.4 in Mathematics and completion of Math 24 and approval of the BA/MA Committee.

   c—BA/MA program in Physics. Prerequisites for admission:

   3.0 overall average; 3.2 in Physics. Normally, junior status and approval of the BA/MA Committee. Students who expect to apply for the BA/MA in Physics are urged to take Physics 51R, 52R-L, 53R-54R.

   Several additional joint BA/MA programs are in preparation. A more detailed description of the various BA/MA programs will shortly be available to students. Students eligible should apply on Form P3.3. We have also applied to the New York State Education Department for permission to introduce a new major in Information Science. Approval is expected before the beginning of the Fall semester. The Schedule of Courses lists several courses towards this major. A more detailed description will soon be made available to students.

7. New Courses and Significant Course Changes:

   Biology 26 *Current Topics in Biology* (2-0-2) Prerequisite: see below

   In the fall semester this course will be devoted to developmental biology. Prerequisite for admission Bio. 1R-2R, 1L-2L; 4 additional credits in biology including Bio. 12 (Development Biology) with at least a grade of B. Permission of the Instructor is required.

   French 13 *The Theater of Revolt* (3-0-3) Prerequisite: French 4, 6 or 8

   Representative examples of contemporary French drama which rejects previously accepted language, and ideas in an effort to redefine the condition of man. Included are plays by Sartre, Ghelderode, Adamov, Audiberti, Becket, Ionesco, Arrabal, and Genet.

   French 47 *The Theater of Revolt in Translation* (3-0-3) No prerequisite.

Same as 13 but taught in English and works to be read in translation.

French 20 *Literature of Existentialism* (3-0-3) Prerequisite: French 4, 6, or 8

A close study of works of literary merit (essays, dramas, novels), which, from before W.W. II to the contemporary period, form the important body of Existentialist literature in France. After a brief survey of literary antecedents such as Pascal, the course will focus on selected works of S. de Beauvoir, Camus, Le Clézio, Malraux and artre.

French 48 *Literature of Existentialism in Translation* (3-0-3) No prerequisite.

Same as 20 but taught in English and works to be read in translation.

Information Science *1 Discrete Mathematical Structures* (3-0-3) Prerequisites: none Co-requisite Mathematics 3.1

Representation of pure numbers by fixed point, binery coded decimal, and floating point systems; coding of alphabetic and special characters; data structures, linear lists, trees, linked lists; graphs; groups; networks; Boolean algebra; logic; flow charts. Open to all students including those who took Math 50 and/or 52.

Information Science *3 Computer Architecture and Machine Language Programming* (3-0-3) Prerequisite: Computer Science 1 or advanced standing in Math (students who completed Math 4.1 or 5.1, or Math 10).

Components, organization and capability of stored program digital computers; assembly language programming for IBM 1130, for more advanced students, BAL/360 and/or XDS meta symbol instruction will be available; monitor system.

Information Science *4 Programming in Procedure Oriented Languages* (3-0-3) No prerequisites. Equivalent to Math 50; therefore open to all students except those who took Math 50.

Higher level programming languages; Fortran IV and PL/I; Applications to statistics, non-numerical data processing, or other topics of interest to the class.

Information Science *11, 12 Numerical Analysis* (3-0-3) Prerequisite Math 50 and/or 52; co-requisite IS4.

Numerical solutions of algebraic equations; approximation of functions; numerical integration, numerical solutions of difference equations and ordinary differential equations. Systems of linear algebraic equations, eigenvalue and eigenvector problems; numerical solutions of partial differential equations.

Information Science *21 Data Bases and List Processing* (3-0-3) Prerequisite: Computer Science 3, 4.

Data organization for computer processing; data types, fields, records, files arrays, trees, lists; file processes, searching, updating, ordering, sorting. Open to students who took Math 50 and/or 52.

Physics 51R *Mechanics I* (5-0-5) Prerequisite: Math 1.1-2.1 or equivalent calculus course in high school. Equivalent to present 1R and part of 11.

Five periods of lecture of which two are devoted to problem solving.

Physics 52L *Physics Laboratory* (0-2-1) Prerequisite 51R, corequisite 52R

This course will be offered in the spring only and will consist of two hours of Lab.

Physics 52R *Electricity and Magnetism* (5-0-5) Prerequisite: Physics 51R

Five periods of lecture of which 2 are devoted to problem solving. This course is equivalent in content to present Physics 2R and 13.

Physics 53 *Mechanics II* (5-0-5) Prerequisite: Physics 52R and L

Five periods of lecture of which two are devoted to problem solving. Equivalent in content to remainder of present 11 and 12.

Physics 54 *Electricity and Magnetism II* (5-0-5) Prerequisite: 53R

Five periods of lecture of which two are devoted to problem solving. Equivalent in content to present 14 and part of 17.

Physics 150.1, 150.2 *Physics of Life Systems*

Human actions have environmental reactions governed by the basic laws of nature. We apply the conservation laws of physics in their simplest form to the conservation of our natural resources and environment. We estimate the equilibrium level of human activity in realms governed mainly by principles of physics; the production, transport, and absorption of energy, information, and materials. The possible impacts on society of new physical technologies are evaluated; nuclear fusion and fission, integrated circuits and other microminiature computer elements, space and sea exploration. Cost and value estimates of programs for environmental control are developed; waste disposal, weather modification, earthquake engineering, floor control. Projects matched to the level of the student will be part of the program.

EMPLOYER'S EXHIBIT No. 65

STERN COLLEGE FOR WOMEN

SCHEDULE OF COURSES

1973-74

[EMBLEM]

GENERAL COMMENTS

1. This is the schedule of courses for both the Fall and Spring semester. Please keep your copy since you may not receive another one for Spring registration. You are advised to bring the schedule with you when you come to register; otherwise you will be seriously handicapped during the registration process.
2. The college reserves the right to cancel courses or sections. There will be no charge, of course, for resulting program changes.
3. Instructor assignments are tentative and subject to change.
4. STUDENTS ARE RESPONSIBLE FOR KNOWING ALL THE PREREQUISITES OF COURSES.
5. No credit is given for an elementary course taken after completing an advanced one.
6. Room numbers will be posted on the first day of classes.
7. The credit value of each course is given following the course title.
8. Most students above the freshman year may choose one elective each semester to be graded by P or N. Regulations regarding this system will be found in Form T28.2, available at the Office of the Registrar.
9. Club Hour is Wednesday 3:00-3:50. No classes are scheduled.
10. Jewish Studies requirements can be met by courses in Hebrew; History 71 and over; Philosophy 30 and over; Judiac Studies courses; all courses preceded by #.
11. A special section containing information about new courses is included in this schedule. Please consult it before registering.

12. Stern College Students may, with permission, take courses in other units of the University—Teachers Institute for Women, Ferkauf Graduate School, Bernard Revel Graduate School, Belfer Graduate School. Copies of these schedules are available.

NEW COURSES, 1973-74

(The first number in parentheses is the number of lecture hours, the second is the number of laboratory hours, and the third is the credit value each term.

Art 41—Art for Teachers (2-0-2) Prerequisite: Permission of the instructor Designed to acquaint teachers with the diverse roles of art in the learning experience. Opportunities are offered for expanding esthetic awareness. Important concepts in art and in art education. Art as part of the curriculum and as independent activity; teaching methods, procedures and techniques.

Hebrew 32—Peretz, Mendele, Sholem Aleichem (3-0-3) Prerequisite: Hebrew 9-10 Lectures and readings from representative works.

Hebrew 33—Shimoni, Schneur, Kahan (3-0-3) Prerequisite: Hebrew 9-10 Lectures and readings from representative works.

Hebrew 82.1—Haggai, Zechariah, Molachi (3-0-2) Prerequisite: Hebrew 5-6 Intensive consideration of text and commentaries; historical background and literary forms

Hebrew 94—Isaiah (3-0-3) Prerequisite: Hebrew 5-6 Intensive consideration of text and commentaries; historical background and literary forms.

Hebrew 98.1—Ezra and Nehemiah (3-0-2) Prerequisite: Hebrew 5-6 Intensive consideration of text and commentaries; historical background and literary forms.

History 91—History of Messianic Movement (3-0-3) History of various messianic movements among the Jewish pepole from first century AD tc nineteenth century.

History 96.3—History of Modern Israel (2-0-2) Social, economic and cultural aspects of Israel from 1948 to present; emphasis on resources, political movements, foreign affairs, population and education in Israel.

Philosophy 48—Philosophy of Yehudah Halevi (3-0-3) Prerequisite: Introductory course in Jewish philosophy. Analysis of the Hebrew text of the *Kuzari*, with particular reference to Halevi's views on the Jewish religion, Jewish history, the people of Israel and the pre-eminence of the land of Israel. An examination of Halevi's philosophy and its relevance to contemporary Jewish life and thought. For students on the intermediate and advanced levels in Jewish studies.

Philosophy 61, 62—Honors Seminar (3-0-2) Open only to Dean's list students on the advanced level. Topic for 1973-74 Halachik Process: History and Dynamics. Study of the history and jurisprudence of Jewish Law with emphasis on the systematic treatment of legal sources.

Philosophy 75.1—Liturgy (3-0-2) Analysis of the history, philosophy and laws related to Jewish prayer and prayer books. For students on the intermediate and advanced levels in Jewish studies.

Philosophy 90.1;90.2—Legal Writings of Maimonides (3-0-2) Selections from the legal codes and commentaries of Maimonides. Analysis of the legal methodology and philosophy of law emerging from his works. For students on the advanced level in Jewish Studies.

Political Science 16—Methodology in Social and Political Research (3-0-3) Prerequisite Political Science 1.1 or 2.1 or permission of instructor. Elements of scientific methods of research in social science for

students to undertake individual research: experimental inquiry, typologies, definitions, hypotheses and deductive method; isle of statistics.

Political Science 17—Political Parties, Voting and Interest Groups (3-0-3) Prerequisite: Political Science 1.1 or 2.1 Role of interest groups in the American political system: emphasis on group strategies, methods used by parties to capture identifiable voting blocs, relationship of interest groups to the pluralism of the American political system

Psychology 18—Psychology of the Handicapped (3-0-3) Prerequisite: Psychology 1 Physical handicaps, and the psychological problems they raise; the rehabilitative processes and their implications.

Sociology 12—Sociology of Health (3-0-3) Social concept of disease, disability and aging, social distribution and etiology of illness; social organization of health services: physicians, para medical personnel, hospitals, community services, nursing homes; role of the patient; medical costs and contributory services of payment; role of government.

Sociology 39—Sociology of Middle East Nationalism (3-0-3) Prerequisite: Sociology 2 A sociological analysis of the major nationalisms in the contemporary Middle East: Arab, Palestenian, Jewish; their social sources and their effects on the social and political structures and upon the Middle East conflict. Ideological change and the potential for accommodation.

Sociology 55—Public Opinion and Mass Communications (3-0-3) Prerequisite: Sociology 2 Public opinion in modern society—the social contribution of knowledge; pseudo-events and pseudo-information; public opinion and democracy; personal influence; communication and persuasion; propoganda; political participation and mass media; pollsters.

SCHEDULE OF COURSES 1973-74 STERN COLLEGE FOR WOMEN

DEPARTMENT ART

Fall	Spring	Section	Hours	Instructor	Prerequisite
1.1	2.1			Spring: Prof M. Chernowitz	
History of Art-2	History of Art-2	K	T Th 11-11:50	Fall Mrs. Fleminger	
		M	T Th 2-2:50	Fall ditto	
				Spring Miss M Gittler	
26	26 / 20				
American Art-2	Repeated-2 Modern Art-2	L	T Th 12-12:50	Fall Mrs. Fleminger	Art 1 or 1.1
				Spring Prof M Chernowitz	
51	41				
Studio Art-1	Art for Teachers-2	N	T h 2:50-4:30	Fall Mrs. Fleminger	Permission of Instructo
53	52 Jewellery Studio Art-2	N	Th 2:50-4:30	Spring Miss M Gittler	
Advanced	54 Jewellery Studio Art-1	N	Th 2:50-4:30		
Studio Art-1		N	T h 2:50-4:30	Mrs. Fleminger	Permission of Instructo

BIOLOGY

Choose one lecture and one lab section

1	2				
General Biology-4	General Biology-4	C	M W 11	Fall	Dr. Goodman
				Spring	Mr. Altman
		K	T Th 10:30-11:20		Mr. Altman
				Spring	Dr. Friedland
		F	M 2:00-3:40	Fall	Dr. Goodman
			~~W 2:00~~ W 2:50	Spring	Mr. Altman
1L	2L				
General Biology Lab-0	General Biology Lab-0	D-E	M W 12-1:40		Dr. Rosoff
		G-H	M 4:00-7:20	Fall	Dr. Goodman
				Spring	Dr. Goodman
		L-M	T Th 12-1:25	Fall	Mr. Altman
			+ time tba	Spring	Dr. Friedland
		N-P	T Th 3-4:40	Fall	Mr. Altman
				Spring	Dr. Goodman
		P-Q	Th 4:30-8:00		Dr. Grant

EMPLOYER'S EXHIBIT No. 78

[SEAL]

YESHIVA UNIVERSITY

500 West 185 Street • New York, N. Y. • 568-8400

Vice President
for Business Affairs

July 18, 1974

At the last meeting of the Academic Council of Graduate Schools, which was held on June 3, 1974, the Graduate Council decided that it would constitute itself as a committee of the whole to assist in the development of institutional academic priorities and in the development of guidelines for the allocation of University resources in accordance with those priorities. Several Graduate Council Faculty Members expressed their willingness to begin this important task during the Summer. It was also suggested that the Undergraduate Council participate as well in this undertaking.

Since the Undergraduate Council will not meet again until the Fall and since it is desirable to proceed without any delay, I, as Chairman of this Committee, with the concurrence of Rabbi Groff, Chairman of the Undergraduate Council, am sending this letter of invitation to the first meeting of the Committee to all members of both the Undergraduate and Graduate Councils. The meeting will take place on Monday, August 12, at 10:30 a.m. in the 12th Floor Conference Room in the Belfer Graduate School of Science Building. I do hope that you will find it possible to attend so that we can begin our deliberations with as many Members of both Councils present as is possible.

Please call my office as soon as possible to indicate your ability to attend.

I believe that the formation of this joint Undergraduate and Graduate Council Committee, as was suggested by

members of the faculty of the Graduate Council, is a very positive step that will further greater co-ordination and inter-relationships within the schools of the University and will serve as a meaningful vehicle in the decision-making process.

I look forward to meeting with you on August 12.

With best wishes, I am

Sincerely yours,

DR. SHELDON E. SOCOL,
Vice-President
Business Affairs

SES:es

EMPLOYER'S EXHIBIT No. 79

[SEAL]

YESHIVA UNIVERSITY

500 West 185th Street • New York, N.Y. 10033 • 568-8400

Vice President
for Business Affairs

August 15, 1973

Dear Colleague:

The preparation for the University budget for 1973-74 has been unrer way for many months. This preparation has included broad base participation by all segments of the University Community. The University Budget Committee, under the Chairmanship of Dean Jacob Rabinowitz, has met and consulted with virtually every Dean and Director, and has met upon request with representative faculty and student groups. These discussions were in addition to the interaction which took place within most schools in regard to their own budgets and to the discussions which took place at the Executive, Undergraduate and Graduate Councils. No doubt these discussions will continue as the budget for 1973-74 is finalized and as the preparation for the 1974-75 budget begins.

A great deal of work required in the development of the 1973-74 budget has, therefore, been completed. We must, at this time, however, complete the final phase of budget development. I am, therefore, asking you to complete the enclosed budget request forms and to return them to this office within ten days. The budget request forms were designed to gather relevant data on a consistent basis to allow for proper evaluation and comparison with your budget from prior periods and with the budgets of other schools and departments of the University.

All budget requests will be evaluated and incorporated into an overall University budget for the 1973-74 fiscal

year. They will then be submitted to the President for approval with the recommendations of the University Budget Committee. Your budget requests should reflect, where applicable, the discussions with the University Budget Committee and should be consistent with the guidelines outlined below. These guidelines incorporate the recommendation of the Executive Council and summarize relevant existing University policies. It will not at all be helpful to have budget requests submitted when it is known in advance that they are beyond institutional funding capabilities or are in conflict with University policies.

1. The University freeze on the hiring of new non-academic personnel will remain in effect during 1973-74. This freeze includes the hiring of replacement personnel as well as personnel for proposed new positions. A freeze on overtime also remains in effect. In extenuating circumstances, requests for a variance to these policies can be submitted to this office.

2. Budgets for 1973-74 cannot exceed the approved or actual 1972-73 expenditure level, whichever was less. This, of course, means that all inflationary costs and salary adjustments must be absorbed within existing funding levels.

3. Salary increases must be absorbed within the existing funding levels. In this regard, you should take note of my recent memorandum in regard to the implementation of salary revisions for Union and Union-related non-academic personnel. I should also like to point out, as outlined in that memorandum, that the salary increase of January 1, 1973 and January 1, 1974 must be anticipated, within each budget, so that funds will be available if and when approval from the appropriate federal agency is received for the implementation of these salary increases.

Salary revisions for other members of the staff are under review, evaluation and discussion. In all instances, however, decisions in regard to salary revisions will be subject to the following factors:

a. The Economic Stabilization Act and related Federal regulations of such agencies as the Cost of Living Council.

b. The total University Budget for 1973-74.

c. The 1973-74 Budget for each School or Department.

Every effort is being made to resolve this matter as rapidly as possible. Decisions cannot be made, however, until these factors have been clarified and finanlized.

4. Without specific approval, salary charges for personnel in a School or Department cannot be transferred from sponsored Research or Grant Funds to University Funds.

5. To the degree that a School or Department can generate additional unrestricted income such as tuition, such funds, in part, may be used to justify an increase in the funding level over and above that of 1972-73. A part of such additional income must, however, be used to reduce the existing operating deficit. The exact amount involved will be determined in discussions with the University Budget Committee and subject to the approval of the President. In a similar manner, where a decrease in income for a School or Department appears likely, a corresponding decrease in the funding level must be reflected in the budget request.

6. Every Dean and Director was charged by the President two years ago with the responsibility of reducing the direct 1970-71 operating deficit during 1971-72 by a minimum of 50%. This objective was continued during 1972-73. Our efforts during 1973-74 must be directed to further reducing the operating deficit level. On step in the Budget finalization process for 1973-74 will be an evaluation of the progress that has been made by each School and Department in fulfilling, as of this date, the Presidential charge outlined above.

It is apparent that to be meaningful and helpful, budget preparation must be an ongoing activity and must be completed well in advance of the beginning of the fiscal year. Early in the Fall, therefore, we will begin

preparation for the budget for 1974-75 so that we may be in a position by the Spring of 1974 to complete our budgets for 1974-75.

We may all take pride and satisfaction in the fact that during the last three years a great deal of effort and self-sacrifice has resulted in a significant decrease in the annual operating deficit from 4.7 million to 1.3 million. There is no doubt, however, that we still face extremely serious financial problems and that a number of painful decisions have yet to be made. The recent sharp increase in interest rates, coupled with general economic conditions, has agravated our fiscal position beyond our original expectations. These factors, aggravated by the constantly increasing cost for labor, materials, and supplies, threatens to reverse the success we have had to date in reducing our deficit. This we cannot and shall not permit to happen. It is against this sombre background that the budget for 1973-74 must be determined.

We must, in the future, make greater use of programmatic evaluations as an integral part of budget development. Academic programs should be evaluated by the Dean and members of the faculty to determine their level of academic achievement and their cost effectiveness within clearly defined priority objectives for each school and for the entire University. Non-academic and service departments must also be evaluated on the basis of similar criteria. Institutional resources should be allocated only on the basis of these priorities.

During 1973-74 we must be able to further reduce our annual operating deficit. This goal can be achieved only by restricting our expenditures and generating additional income. We must commit ourselves toward these objectives, perhaps as never before, so that we can be successful in both endeavors.

Achieving the necessary fiscal stability was not and will not be an easy task and your active cooperation will be most essential. Only through the best efforts of everyone involved will it be possible to find sensible and realistic ways of responding to the financial problems which confront us.

Sincerely yours,

/s/ Sheldon E. Socol
SHELDON E. SOCOL
Vice President,
Business Affairs

SES/hrb
Enclosures

EMPLOYER'S EXHIBIT No. 100

STERN COLLEGE FOR WOMEN
FACULTY Fall 1974-75

DEPARTMENT	FULL TIME	PART TIME	UNIVERSITY
Art		Mr. R. Cantor Mr. A. Elvaiah	
Biology	Dr. B. Friedland (Chairman)* Dr. F. Goodman Dr. B. Rosoff Dr. J. Grant Mr. M. Altman		
Chemistry	Dr. N. Remes (Chairman) Dr. S. Krumbein	Mrs. C. Dobin Mrs. E. Orlian	
Education	Dr. S. Koenigsberg (Chairman)	Dr. C. Skor Dr. P. Kahn	Dr. S. Sardy (FGS) Dr. A. Jablonsky (FGS)
English	Dr. F. Plotkin (Chairman)** Mrs. L. Hatvary Dr. D. Shores Dr. C. Silver Dr. N. Vogel	Dr. J. Ross	
French	Dr. A. Krakowski	Dr. M. Sorkin	
rman		Mrs. S. Laufer	
Health Education		Dr. E. Sar Mrs. S. Schmidek Prof. A. Tauber Mrs. B. Wartel	
Hebrew Studies	Dr. S. Eidelberg (Chairman) Dr. A. Bittmann Mr. H. Dubitsky Dr. J. Feinstein Dr. M. Havazelet Mr. H. Kamri Miss H. Kosak Dr. N. Rosenbloom	Dr. E. Kedar Mr. S. Klein Dr. E. Neiss	

* Acts as Chairman of the Mathematics and Physics Departments
* Also Chairman of Art, Music and [illegible] Departments

STERN COLLEGE FOR WOMEN FACULTY Fall 1974-75 (Continued)

DEPARTMENT	FULL TIME	PART TIME	UNIVERSITY
History	Dr. D. Goldstein (Chairman) Dr. L. Grossman Prof. L. Dawidowicz	Dr. W. Korey Mr. M. Mashberg	
Judaic Studies	Rabbi S. Berman (Chairman) Dr. M. Gordon Rabbi A. Metzger Rabbi A. Weiss	Mr. H. Billet Rabbi Y. Blau Dr. Y. Felman Rabbi F. Schonfeld Miss S. Schwartz Rabbi A. Shurin	Rabbi M. Besdin (JSS) Rabbi D. Bleich (YP) Rabbi M. Schacter (YP)
Mathematics	Mr. D. Victor		Dr. N. Rosenfeld (B) Dr. R. Putz (B)
Music			Dr. E. Levy (YC)
Philosophy	✓ Dr. G. Appel (Chairman)	Mr. S. Carmy Mr. E. Bick	
Physics		Mr. R. Pena	
Political Science		Dr. S. Bernstein ✗ Dr. M. Hecht	
Psychology	Dr. I. Belmont (Chairman)* Dr. M. Perlman Dr. E. Robinson		Dr. A. Givner (FGS) Mr. S. Donshik (WSSW)
Sociology	Miss I. Bick	Dr. C. Waxman Dr. L. Lister	
Spanish	✓ Mrs. N. Knopka		
Speech	Mrs. J. Golden Mrs. P. Schram	Miss E. Brandstein	

* Also Chairman of the Sociology Department

EMPLOYER'S EXHIBIT No. 101

Stern College - Part-Time Faculty

Fall 1974

Name	Rank	No. of contact hrs. in current semester	Semesters worked within last 3 yrs. & no. of contact hrs. for each semester	List P.T. affiliations at other schools of Y.U.	List any outside institution with which individual is know to be affiliated
			F/S		
Dr. Samuel Bernstein	Vis Assoc. Prof.	9	1973-74 9, 9 1972-73 9, 9 1971-72 9, 9		Baruch College
Ezra Bick	Lecturer	3	. . . .		
[illegible] Billet	Lecturer	6	. . . .	J.S.S.	
Yosef Blau	Lecturer	3	1973-74 3, 3		
Bleich, David	Vis Assistant Professor	6	1973-74 6, 6 1972-73 6, 6 1971-72 6, 6		
Brar[illegible]tein Eve	Lecturer	7	. . . .	Y.C.	
Cantor, Richard	Lecturer	4	. . . .		Fairleigh-Dickinson University
Carmy, Shalom	Lecturer	6		Y.C. & EMC	
Dobin, Cecily	Lecturer	6	1973-74 6, 6 1972-73 6, 6 1971-72 6, 6		
Elvaiah, Ahron	Lecturer	2			
[illegible]elman, Yehudi	Vis Assistant Professor	2		EMC	

Name	Rank	No. of contact hrs. in current semester	Semesters worked within last 3 yrs. & no. of contact hrs. for each semester	List P.T. affiliations at other schools of Y.U.	List any outside institution with which individual is known to be affiliated
Hecht, Michael	Vis Assistant Professor	6	1973-74 6,3 1972-73 6, 6 1971-72 6, 6	YC	Y.H.S.
Kahn, Paul	Vis Professor	3			Adjunct Professor-Pace University New School for Soc. Research
Kedar, Ervin	Vis Professor	2	1973-74 2, 2	EMC	
Klein, Stanley	Lecturer	6	1973-74 6, 6		
Korey, William	Vis Associate Professor	3	1971-72 S:3 1972-73 3, 3		
Lau r, Sophie	Lecturer	9	1971-72 9, 9 1972-73 9, 9 1973-74 9, 9		
Lister, Louis	Vis Professor	6	1973-74 2, 2 1972-73 3, 3		Hunter College
Mashberg, Michael	Lecturer	3			
Neiss, Edmund	Lecturer	2			Y.H.S.
Orlian, Ethel	Lecturer	6	1972-73 6, 6 1971-72 6, 6		
Pena, Raphael	Lecturer	10		G.A. Belfer	

Name	Rank	No. of contact hrs. in current semester	Semesters worked within last 3 yrs. & no. of contact hrs. for each semester	List P.T. affiliations at other schools of Y.U.	List any outside institution with which individual is known to be affiliated
Ross, Judy	Lecturer	4			
Schachter, Melech	Vis. Assoc. Prof.	6	1973-74 6, 6 1972-73 6, 6 1971-72 6, 6		
Schwartz, Susan	Lecturer	3			
Schmidek, Shulamith	Lecturer	6	1973-74 6, 6 1972-73 9, 9		
Schonfeld, Fabian	Lecturer	3	1973-74 3, 3 1972-73 3, 3 1971-72 3, 3		
Shurin, Aaron	Lecturer	9	1973-74 9, 9 1972-73 9, 9 1971-72 9, 9		
Skor, Constance	Clinical Assistant Professor		1973-74 12, 12 1972-73 12, 12 1971-72 12, 12		
Sor[illegible]. Max	Vis Professor	9	1973-74 9, 9		N.Y.U. (Ret.)
Tauber, Arthur	Vis Assistant Professor	2	1973-74 2, 2 1972-73 2, 2 1971-72 2, 2	YC	
Wartel, Beatrice	Lecturer	6	1973-74 5, 5 1972-73 5, 5		
Waxman, Chaim	Vis Assistant Professor	6			Brooklyn College

EMPLOYER'S EXHIBIT No. 102

STERN COLLEGE FOR WOMEN
YESHIVA UNIVERSITY

Faculty Organization
Interim Document 1

Interim Document I constitutes those portions of the Report of the Faculty Organization Committee, presented to the Faculty in Spring of 1967, that have been discussed and voted.

Attached are those portions not yet discussed and acted upon.

I. Faculty Meetings

[Revised and approved by the Facuty, May 10, 1967]

1. A. The faculty shall meet no less than twice each semester, in October, December, March and May or June.

   B. The Dean may at his discretion call additional regular meetings.

   C. Due notice of all meetings shall be sent out by the secretary at least ten days prior to the meetings, and the notice shall include the agenda and the minutes of the previous meeting.

2. A. Special meetings shall be called by the Dean upon written request of one-fourth of the full-time members of the Faculty, or upon the request of a duly constituted committee of the Faculty.

   B. Such requests shall include the object of the meeting.

3. A. Debates and discussions are to remain confidential.

   B. Official announcements of actions taken by the Faculty may be made only by the Office of the

Dean or such other office or person as may be authorized by the Faculty.

4. A. All full-time members of the Faculty and Professors Emeriti are entitled to vote at Faculty meetings.

   B. All members of the Faculty will be invited to Faculty meetings and may participate freely in deliberations.

   C. Part-time Faculty members who have been at the College three or more consecutive years and who teach three or more hours shall be entitled to vote.

5. A. The presiding officer at meetings of the Faculty shall be the Dean or such person as he may designate.

   B. The Dean shall provide a secretary to serve as recorder at Faculty meetings.

6. A quorum shall consist of a majority of full-time Faculty members in residence.

7. All meetings of the Faculty shall be conducted in accordance with the latest edition of Robert's Rules of Order.

II. Departments

The question of departments was different from that of faculty meetings or committees in that it involved matters of promotion and budgetary concerns and, therefore, that particular area could be formulated as a recommendation to the administration.

1. Academic areas at Stern College shall be organized as Departments as defined below (Approved June 8, 1967)

2. Any subject area which offers a major must be organized as a department and said department must have 2 or more instructors one of whom is full-time. The motion was passed 9 to 6 as thus amended.

Portions of the Report of Faculty Organization Committee Yet to be Acted Upon.

2. Any subject area which offers a major or which offers one or more required courses must be organized as a department, e.g., Philosophy, Sociology, Mathematics, etc.

3. In order that every discipline be organized administratively, those areas which do not meet the above description, shall be allied with their most closely related discipline, and preferably with one that also does not offer a major, e.g., Political Science and Economics, etc.

4. A developing academic discipline will be considered ready to offer a major when for three consecutive years it has supported at least one full-time and one part-time instructor and when its curriculum offers the student a minimum of 24 credits countable towards a major.

COMMITTEES

2. *Committee on Curriculum*

   The Committee on Curriculum shall consist of the Departmental Chairman and the Academic Dean. The Committee shall vote its own Chairman. This Committee shall provide for a bi-annual meeting with officials of the Student Council.

   Committee on Faculty Welfare

3. The Committee on Faculty Welfare shall consist solely of seven full-time members of the Faculty and one part-time member, elected annually by the Faculty.

4. *Committee on Academic Standing*

   The Committee on Academic Standing shall consist of the Academic Dean, who shall serve as its Chairman, and six Faculty members from the rank

of Associate and Full Professor, to be chosen by the Academic Dean.

5. *Committee on Student Life*

The Committee on Student Life shall consist of the Dean of Students, the President of the Student Council, three Faculty members chosen by the Dean of Students, and three Faculty members chosen by the Student Body.

6. *Committee on the Library*

The Committee on the Library shall consist of the Academic Dean, the Stern College Librarian, and one Faculty member each from the Humanities, Sciences, Social Sciences and Jewish Studies, to be chosen jointly by the Academic Dean and the Stern College Librarian.

7. *Committee on Admissions*

The Committee on Admissions shall consist of the Academic Dean and four members of the Faculty chosen by the Academic Dean.

Every full-time Faculty member shall serve on one committee and no person shall serve on more than three.

III. Committees

1. Committee on Promotions

A. The Committee on Promotions shall consist of six Faculty members elected annually by the Faculty from the rank of full Professor with due attention that there be at least one member from the Humanities, the Sciences, the Social and Behavioral Sciences and Jewish Studies.

B. The Academic Dean shall serve as its Chairman.

C. Where departments are established, the Departmental Chairman shall propose candidates for promotion.

D. The Academic Dean shall review annually the record of each Faculty member and present for automatic consideration by the Committee all eligible candidates.

[Revised and approved May 10, 1967]

EMPLOYER'S EXHIBIT NO. 103

STERN COLLEGE FOR WOMEN/
YESHIVA UNIVERSITY

Further Faculty Action on:

Faculty Organization Interim Document I

2. *Committee on Faculty Welfare*

The Committee on Faculty Welfare shall consist solely of seven full-time members of the Faculty and one part-time member, elected annually by the Faculty.

[Approved Sept. 26, 1967]

3. *Faculty Student Committee on Student Life*

A. The Committee on Student-Life shall consist of the Director of Student Services, the student representatives, and three Faculty members appointed by the Dean.

B. The Committee shall be constituted as the Faculty-Student Committee on Student Life.

C. The wording "Dean of Students" shall be changed to "Director of Student Life".

[Approved Sept. 26, 1967]

4. *Committee on Academic Standards*

The Committee on Academic Standards shall consist of the Academic Dean and six full time members appointed by the Academic Dean. The Committee shall select its own Chairman.

[Approved Jan. 4, 1968. Revised March 25, 1969]

5. *Committee on Curriculum*

The Committee on Curriculum shall consist of the Departmental chairmen and the Academic Dean. The Committee shall vote on its own chairman. The Committee shall provide for a bi-annual meeting with officers of the Student Council.

6. *Committee on the Library*

The Committee on Library shall consist of the Academic Dean, the Stern College Librarian and one faculty member each from the Humanities, Sciences, Social Sciences and Jewish Studies, to be chosen jointly by the Dean and Stern College Librarian. The Committee will vote on its own Chairman.

[Approved Feb. 19, 1968]

7. *Committee on Admissions*

The Committee on Admissions shall consist of the Academic Dean, Director of Student Services and at least four members of the faculty chosen by the Academic Dean. The Committee will vote on its own chairman.

[Approved Feb. 19, 1968]

8. *Committee on Statistics*

A motion was made and seconded that the Committee on Statistics be made a Standing Committee of the Faculty, and the motion was made and carried.

Every full-time faculty member shall serve on at least one committee but no person shall serve on more than three.

[Approved April 2, 1968]

IV. Stern College Senate

[Voted & approved Dec. 17, 1970]

It was moved and voted, by secret ballot, that: The Faculty establish a joint Faculty-Student Committee com-

posed on faculty and students to legislate academic and curricular affairs. The machinery is to be created by the faculty.

It was also moved and voted, by secret ballot, that a *special* committee be established to draw up a draft constitution; for the above committee to consist of three faculty members elected by the faculty, three students elected by the students, one member of the administration to be appointed by Office of the Dean, and one non-voting representative of the Stern College Alumnae Association. The first meeting of the special Committee is to be called by the Office of the Dean.

1. Copies of the Committee's recommendations were distributed and read. A copy of the original draft is on file with the Office of the Dean.
2. It was agreed to discuss and vote on the draft, article by article and that Article I be voted on last.
3. The document was amended and then accepted by the faculty. Professor Silverman agreed to correct it grammatically for the Committee. A corrected copy will be distributed.

EMPLOYER'S EXHIBIT NO. 104

STERN COLLEGE FOR WOMEN
YESHIVA UNIVERSITY

CONSTITUTION OF THE
STERN COLLEGE SENATE

ARTICLE I—COMPETENCE

The area of competence of the Senate will encompass all matter affecting the Stern College Community, excluding matters relating to specific individuals.

ARTICLE II—MEMBERSHIP

A. The Stern College Senate shall be composed of fifteen voting members chosen as follows:
   1. One representative of the Office of the Dean.
   2. Six faculty representatives, at least one of whom shall be a member of the Jewish Studies faculty.
   3. One alumnae representative.
   4. Six student representatives: 2 seniors, 2 juniors, 1 sophomore, 1 freshman.
   5. One representative of the Office of Student Services.

B. Faculty, alumnae, and student members will be elected for one or two year terms, as their constituencies may decide, by their respective bodies at a date they find suitable, but no later than 10 school days after the inception of the academic year.

C. No elected representative may serve more than two consecutive years.

D. Each member of the Senate shall have one vote.

E. If a vacancy shall occur, the person or body which originally selected the member shall choose a replace-

ment to serve the remainder of the unexpired term of office.

ARTICLE III—OFFICERS

A. The officers shall be a chairman and a secretary.

B. These officers shall be elected at the first Senate meeting of the academic year.

C. These officers shall be elected by a simple majority of a quorum of the Senate as provided in Article IV, paragraph H.

D. 1. The Chairman of the Senate shall convene and preside at all regular and special meetings of the Senate.

2. In the Chairman's absence, the secretary shall preside and select a member present to act as secretary protem.

3. The Chairman shall communicate at appropriate times with the President of the University, the Dean of the College as Chairman of the Faculty Assembly (the faculty meeting as a corporate body) and all other groups and individuals as directed by this constitution or by the Senate.

E. 1. The Secretary of the Senate shall keep a record of all deliberations and of all reports and communications received and made by the Senate.

2. The minutes shall be made public after being approved.

ARTICLE IV—MEETINGS

A. By a ⅔ vote of its members the Senate may adopt and amend by-laws for the conduct of its operations, not inconsistent with this Constitution.

B. Unless otherwise provided in the by-laws, meetings shall be governed by the latest edition of Robert's Rules of Order Revised.

C. Senate meetings shall be open to all members of the constituencies listed in Article II, section A, except as provided below.

D. The Senate reserves the right to meet in closed sessions, limited to members and invited participants.

E. 1. The Senate shall meet no fewer than four times each semester.

2. Special meetings can be called by the Chairman on his own initiative or upon request of a quorum of the Senate.

3. The announcement of all meetings shall be made by mail to the Dean, to the President of Student Council and all elected representatives.

F. A closed session may be convened by the chairman on his own initiative or by a quorum and shall be so announced at least two days prior to that meeting.

G. Announcement of a meeting of the Senate shall be made not less than ten days prior to that meeting.

H. A quorum shall consist of nine members being present, including three student representatives and three faculty representatives.

ARTICLE V—PROCEDURE

A. Measures for discussion by the Senate shall be moved by

1. members of the Senate in accordance with procedures of an agenda committee provided for in the by-laws of this Constitution, Article 3, or

2. by automatic inclusion on its agenda of matters sent to it by the Faculty Assembly, faculty committees, and Student Council.

B. Passage of Senate motions shall be by majority vote of Senators sitting.

C. 1. Motions passed by the Senate will be sent to the Faculty Assembly and will thereupon automati-

cally be placed on the agenda of the Faculty Assembly.

2. Failure of the Assembly to consider a Senate proposal within 20 school days of passage, or failure to reject it within 30 school days, shall be considered adoption, and the Chairman of the Senate will so communicate to the President of the University.

D. Adoption by the Faculty Assembly will be forwarded to the President of the University by the Chairman of the Senate. It should be considered in effect unless and until he disapproves.

E. If the Faculty Assembly rejects a recommendation it automatically returns to the Senate, which may revise and resubmit it at a later meeting of the Assembly, or may vote to forward the original proposal to the President, with a notation of Faculty rejection. It shall go into effect upon his approval.

ARTICLE VI—AMENDMENTS

A. Amendments of the present Constitution may be proposed only by a member of the Senate.

B. Amendments shall require a ⅔ majority of the voting membership of the Senate and shall not take effect until ratified by ⅔ of those present and voting at a Faculty Assembly, and ⅔ of those present and voting at a meeting of the Student Council.

C. The effective date of an amendment shall in no case come earlier than the inception of the academic year following its ratification.

ARTICLE VII—INTERIM

A. This Constitution shall go into effect upon approval of the President of the University upon recommendation of the Faculty Assembly and Student Council.

B. The Dean of Stern College for Women shall convene the first meeting of the Senate.

C. The Dean shall call such a meeting within 20 school days after the President's approval.

BYLAWS

ARTICLE 1. Written notice of a proposed amendment to the Bylaws shall be given with the announcement of the meeting at which it is to be acted on.

ARTICLE 2. The representative of the Office of the Dean shall call the first meeting of the Senate in each academic year.

ARTICLE 3. Agenda Procedure

a. There shall be an Agenda Committee consisting of the Chairman of the Senate, the Secretary, and two other Senators, to be elected at the first meeting of the Senate for that academic year.

b. All items for consideration shall be submitted to the Agenda Committee:

1. In accordance with procedure set forth in Article V A-2.

2. For determination which shall be placed directly on the Senate agenda.

3. For determination which shall be referred to Senate Committees and other bodies.

ARTICLE 4. Voting Procedure

a. Voting shall be by voice, vote or show of hand.

b. Any two members may ask for a roll call vote.

EMPLOYER'S EXHIBIT No. 105

"SENATE UNOFFICIAL LIST"

STANDING COMMITTEES OF THE FACULTY
1974-75

Committee of Academic Statistics

Mr. Morris Altman
Dr. Samuel Bernstein
Mr. Henry Kamri
*Dr. Ellen Robinson

Committee on Academic Standards

Dr. Anna Krakowski
Dr. Alter Metzger
Dean David Mirsky
*Dr. Betty Rosoff
Mrs. Peninnah Schram
Dr. Carol Silver
Mr. David Victor
Office of the Registrar
Office of Student Services

Committee of Admissions

Prof. G. Appel
Rabbi S. Berman
Rabbi Martin Gordon
Dr. Jessica Grant
Dr. Lawrence Grossman
*Dr. Simoon Krumbein
Office of Student Services

Committee on Awards

Mrs. June Golden
*Mrs. Laurel Harbary
Dr. L. Grossman
Dr. M. Havazelet
Rabbi Abraham Weiss

Committee on Curriculum

Dr. Gersion Appel
Rabbi Saul Berman
Dr. S. Eidelberg
Dr. Beatrice Friedland
Dr. Shelly Koenigsberg
*Dean David Mirsky
Dr. Nathaniel Remes
Dr. Belmont
Dr. Plotkin
Office of Registrar
Dr. D. Goldstein

Undergraduate Council

Dr. S. Eidelberg
Dr. C. Silver

University Library

Dr. Frederick Plotkin

Library Committee

Dr. Gersion Appel
Mr. Hanoch Dubitsky
Mrs. Nancy Kuopke
Mrs. Edith Lubetsky
Dr. Doris Shares
Dr. Brad Goodman
Dr. Frederick Plotkin

Senate

Rabbi Alter Metzger
Mr. Morris Altman
Dr. Betty Rosoff
Mrs. Laurel Harbary
Mrs. Peninnah Schram
Dr. Perlman

* Chairman.

Judy Paikin
Debby Herman
*Windy Gans
Jo Anajrastor
Windy Margolis
Helen Stark
Gerry Lasky

Committee on Ceremonial Occasions

Dr. Beatrice Friedland

University Computer

Dr. I. Belimont

University Patent Policy

Dr. S. Krumbein

University Review Committee

Dr. Fred Goodman

University Wide Committee for Bi-Centennial Celebration

Prof. d. Davidowicz

Faculty Welfare Committee

Dr. L. Grossman
Dr. Beatrice Friedland
Prof. M. Perlman
Dr. N. Remes
Prof. Chaim Waxman
Mrs. June Golden
Prof. I. Bick

Shaped Major Committee

Dr. B. Friedland
Dr. A. Metzger
Dr. S. Bernstein

Comm. on Promotions

Dr. G. Appel
Dr. S. Eidelberg
Dr. B. Friedland
Dr. F. Goodman
*Dean D. Mirsky
Dr. N. Rosenbloom

* Chairman.

EMPLOYER'S EXHIBIT NO. 106

STERN COLLEGE FOR WOMEN

[SEAL]

YESHIVA UNIVERSITY

253 Lexington Avenue/New York, N.Y. 10016/
(212) 255-5600

February 23, 1971

Dean David Mirsky
Stern College for Women
Yeshiva University
New York, N. Y. 10016

Dear Dean Mirsky:

As you know, the Emergency Committee on Personnel and Budget has spent a good deal of time meeting with chairmen of departments affected by recent decisions not to renew contracts of certain members of the Faculty; analyzing statistics on course registration, enrolled majors in each department, class sizes, students in advanced courses, the nature of subject matter in each department; discussing the extra-classroom needs of students in each department; meeting with Dean Bacon of Yeshiva College to explore inter-divisional co-ordination.

As a result, the Committee at its meeting of February 15, 1971 decided to make the following recommendation to you:

That two full-time positions be restored and filled for the 1971-2 academic year—one in French and one in History.

We are convinced that these two majors, with the number of students in advanced work and of majors in each department cannot be adequately maintained without at least two full-time members in each. Our further studies and explorations have convinced us that there are other ways of reducing the budget, perhaps lesser evils, so that the cost of these two positions can be met. With your

cooperation, we will shortly make recommendations to that effect.

We hope that you are convinced of the necessity of this recommended action and that you will press this matter at whatever budgetary tribunal in the University that has jurisdiction. We look forward to very early positive action on your part.

The Committee asked me to advise you that this recommendation will be part of the report to the Faculty on February 24.

Thank you for your attention to this matter.

Sincerely,

/s/ Dan Vogel
DAN VOGEL
Chairman
for the Committee

EMPLOYER'S EHXIBIT NO. 107

YESHIVA UNIVERSITY

To: Professor Dan Vogel, Chairman of Emergency Committee on Personnel & Budget — Date: 3/4/71

From: Dean David Mirsky — Subject:

I have received your letter of February 23rd and note, with thanks, the list of the work which the committee has invested in fulfilling its charge.

I also have taken note of the recommendations concerning the continuation of two full time positions, one in French and one in History, for the 1971-72 academic year. I certainly will keep this recommendation in mind when final decisions are made. I do not have to reiterate my own feelings that wherever possible we would like to maintain a full-time faculty. In light of this if I find any way of supporting the Committee's recommendation I will do so. On the other hand, it need not be said that, in the final analysis, the decision on how to meet the needs of the college will have to be made in terms of the overall budgetary point of view, the available personnel, and the general frame of operations which will be set for the College and for the University. In any case, I deeply appreciate the time and effort extended by the Committee. I am sure they have thought carefully about the recommendation and I receive it with the same seriousness with which I am sure it was tendered to me.

Sincerely yours,

EMPLOYER'S EXHIBIT NO. 108

STERN COLLEGE FOR WOMEN
YESHIVA UNIVERSITY

COMMITTEE PERSONAL & BUDGET

Minutes—December 6, 1971

In Attendance: Mssrs. D. Vogel, D. Victor, F. Goodman, N. Remes

The Committee was informed by Dr. D. Vogel that a 30% reduction in the overall budget was requested for the academic year 1971-2. A further cut in the budget is also indicated for the academic year 1972-3.

The Committee adopted the technique of "brainstorming" to survey areas in which economies and budget reductions might be made. According to the rules of this technique, all suggestions and innovations are recorded, essentially as offered, without discussion. These will be screened and evaluated critically in subsequent meetings of the Committee. Ideas are classified into three categories: services, course offerings and scheduling.

Services

(1) restrict faculty use of telephones for personal calls.
(2) reduce and/or consolidate official University mailings to faculty
(3) institute a student fee for reproduction of printed materials for courses
(4) investigate the costs of extra-curricular activities
(5) replace janitorial and maintenance staff in college buildings, dormitories and kitchen by cooperative student services and assistance (as is done at some colleges).
(6) Have students do their own "bussing" in the cafeteria

Scheduling

(1) reinstitute a strict track-system to minimize duplication of courses and/or sections

(2) institute a busing service to take students to other Yeshiva University campuses for advanced courses
(3) reinstitute class level rigidity to reduce course duplication—strict track system
(4) disintegrate schedule to separate Jewish Studies from secular program
(5) all faculty on a five-day week

Courses

(1) feasibility study—compare costs of offering advanced courses in some cases to small number of students as opposed to paying for them at another university
(2) eliminate all advanced courses in non-major fields
(3) integrate T.I. and Stern College
(4) joint coursework with Yeshiva graduate schools in all 100 level courses
(5) limit all introductory courses to one section only
(6) no new majors or courses to be offered during financial crisis
(7) no courses to be offered twice in the academic year
(8) investigate status of advanced courses offerings in Art, Music, and Speech.

EMPLOYER'S EXHIBIT No. 109

YESHIVA UNIVERSITY

FACULTY REVIEW COMMITTEE

In THE MATTER of THE APPEAL

by PROFESSOR DORIS GOLDSTEIN,

CHAIRMAN of THE DEPARTMENT of HISTORY,

STERN COLLEGE, on BEHALF of
DR. CAROL GRUBER

May 1, 1972

Members of the University
Faculty Committee

Morris Epstein (SCW)
Lewis M. Fraad (AECOM)
Irving Linn, chairman (YC)
Nathan Stillman (FGS)
Everett Wilson (WSSW)

May 1, 1972

President Samuel Belkin
Yeshiva University
500 West 185th Street
New York, New York 10033

Dear President Belkin:

As chairman of the University Faculty Review Committee, I am transmitting to you the report of the Committee's deliberations in the petition to it by Professor Doris Goldstein, chairman of the History department of Stern College, on behalf of Dr. Carol Gruber, an untenured member of her department, who received notice of non-reappointment on December 21, 1970.

The chronology and nature of this Committee's deliberations are set forth in its report. Its conclusions fall into two areas:

1. The relation of Dr. Gruber to Yeshiva University.

Since Dr. Gruber was an untenured member of the faculty, the Committee cannot act, on the basis of its statutory charge, in such a way as to bring about her return to her teaching post. (page 3)

2. The authority delegated to departmental heads at Stern College.

Professor Goldstein has argued very cogently the case for the departmental chairman's priority in the matter of separation of a person from the staff. (page 4)

We hope, Mr. President, that you will accept the findings embodied in this report.

Very sincerely yours,

/s/ Irving Linn
Professor of English,
Chairman, the University
Faculty Review Committee

This matter has been directed as an appeal to the University Review Committee by Professor Doris Goldstein, chairman of the Stern College Department of History, on behalf of Dr. Carol Gruber, a member of her department, who received notice of non-reappointment from Dean David Mirsky on December 21, 1970. Dr. Goldstein interposed an objection to the intended action of Dean Mirsky in her capacity as department chairman, lauding Dr. Gruber as professionally competent and asking her retention on the staff. Dr. Goldstein's stand was upheld by two Stern College committees: the P & B Committee and the Welfare Committee, neither of which is a party to this hearing of the University Review Committee.

The basis of this appeal is the letter to this Committee dated May 31, 1971, submitted by Dr. Goldstein. Her letter to this Committee dated April 30, 1971, has appended to it a note from the Stern College Welfare Committee chairman, Professor Marcel Perlman, setting forth the already-stated sentiment of the Welfare Committee. No communication has been received from Dr. Carol Gruber on her own behalf, nor, it may be mentioned, was one necessary under the operating regulations of this committee.

BACKGROUND OF THE CASE:

The University Review Committee was first called upon in a letter by Professor Goldstein to the chairman, dated February 22, 1971, which stated her objection to Dean David Mirsky's notice of non-reappointment to Dr. Gruber dated December 21, 1970, and citing "financial reasons" as the cause. Appended to this letter to the chairman of the University Review Committee was a copy of a letter to Dean Mirsky dated December 21, 1970, in which Professor Goldstein sets forth an alternative solution involving another untenured, and, in her opinion, a more expendable colleague instead. This latter colleague, we are informed in the letter, resigned on December 26. Dean Mirsky refused to alter Dr. Gruber's status, explaining the deepening financial crisis of the

University. Dr. Goldstein then wrote a letter directly to President Belkin, setting forth her position. To this she received no written reply. An oral message conveyed through Dean Mirsky confirmed the administrative decision. Dr. Goldstein then appealed to the University Review Committee, setting forth the facts cited above. She also added her evaluation of Dr. Gruber as an esteened teacher, a praiseworthy scholar and a highly respected colleague and asked for adjudication by the University Review Committee. Dr. Gruber's professional qualifications, admittedly high, are not in dispute.

After consultation with all the members of the Committee, who had received copies of the February 21, 1971, communication, the chairman wrote to Dr. Goldstein on March 15, 1971, requesting her to "exhaust the grievance procedures" available at Stern College, and if she "is not satisfied with the local disposition of Dr. Gruber's case, she may appeal to the University Review Committee." In such a contingency, she is "directed to present the findings of the Stern College Committee to the University Review Committee, which will then sit as an appeals body and *review* the findings of the Stern College committee."

On April 30, 1971, the chairman received a note to which was appended a statement from Professor Marcel I. Perlman, the chairman of the Stern College Welfare Committee:

> Below you will find the sentiments of a memo submitted by the Welfare Committee to Dean Mirsky: . . . that the Dean return two full-time faculty in the French and History departments. We feel that these departments cannot function properly and effectively as one-man departments. We further recommend the re-hiring of Drs. Gruber and Thau in view of their outstanding academic qualifications as most recently confirmed by the scholarly honors and recognition bestowed upon them.

The Stern College representative to the University Review Committee also sent along the following quotation from the April 1 faculty Minutes:

> Dr. Perlman reported on behalf of the Faculty Welfare Committee that at their last meeting, prior to the one held tonight, it was agreed to send a memo to the Dean recommending that, in view of the enrollment in the French and History Departments, that:
>
> a) 2 full-time people were needed in each department, and
> b) in view of the academic calibre of Dr. Gruber and Dr. Thau, the Dean reconsider their re-hiring.
> c) The Dean's reply indicated that he would take these recommendations up with the University.

A new polling of the members of the University Review Committee showed that they felt that still not enough material had been presented to them for a review of this case. The chairman was in touch with Professor Goldstein again, requesting her to submit more of the facts in the case. Dr. Goldstein responded in a letter dated May 31, 1971, containing, among others, the following statements:

> Dean Mirsky had responded to a petition signed by over 300 students urging the re-instatement of Dr. Gruber as a member of the Faculty by stating that "the Administration would review the situation." [page 4]
>
> "Dean Mirsky had called into question the role of any department chairman." [page 4]

By the time this letter of May 31, 1971, was circulated, final examinations and commencement were at hand. The Committee postponed consideration of the case until the next academic year, especially as it was not foreseen that there would be any change of personnel in the Review Committee. Nor was there, except that Dr. Harry Rauch of Belfer is at present on leave.

At its meeting of March 10, 1972, the Committee decided to invite Professor Goldstein and Dean Mirsky to appear before it. Both invitations were accepted. Professor Goldstein again spoke very favorably about the

competence of Dr. Gruber, who through Columbia University is the recipient for the current year of a graduate fellowship and who would be ready to resume her former position at Stern College, were it offered to her. She also spoke about the Dean's disregarding her professional judgment concerning the makeup of the History department and imputed the absence of a stronger faculty stand to a languor in the faculty, born of a feeling of impotence in non-classroom roles. She also stated that since she has been on leave from the University from the beginning of the present academic year, visiting part-time appointees have been covering the classes in the History department.

Dean Mirsky gave the following testimony: That early in the academic year, even before the grave financial crisis of the University became so menacing, it was realized that, owing to a noticeable decrease in registration for the then-current academic year, there would have to be a serious reduction in staff. It was decided that for budgetary reasons the services of six non-tenured positions would have to be eliminated. As it turned out there were two resignations 1) a place in the History department, a resignation already alluded to, and 2) a place in the Jewish Studies department. Neither of these places was filled as a career spot, he added.

Dean Mirsky stated that he had preferred Mr. Allen Pollack over Dr. Gruber because Mr. Pollack would be a more difficult person to replace since his area of interest is Russian-Middle Eastern history. Dean Mirsky said it is not difficult to obtain part-time historians interested in American history, but it is hard to find someone with Mr. Pollack's background who would be willing to come in for a few hours every week. Dean Mirsky denied that he had acted autocratically. He stated that he had consulted with Dr. Goldstein in the matter and that she had counseled him otherwise. He was aware, too, that Dr. Goldstein had gone over his head to the President both because she had told him that she would and because the President had spoken to him about Dr. Goldstein's communication and confirmed the course of action that he was following. He had acted, he stated,

within the framework of the rules of procedure left behind by his predecessor as Dean, Dr. Frimer, and in accordance with the charge given him by the President upon his appointment as Dean. The Committee, after excusing Dean Mirsky with thanks, proceeded to its deliberations.

CONCLUSIONS OF THE UNIVERSITY REVIEW COMMITTEE:

The Committee concludes on the basis of the written materials furnished it by Professor Goldstein and others and on the oral testimony provided by Dean Mirsky and Professor Goldstein:

1. Since Dr. Carol Gruber was an untenured person the Committee cannot act, on the basis of its statutory charge, in such a way as to bring about her return to her teaching post.

It is, to say the least, questionable, the Committee feels, for the Dean of a component school of the University to make a removal merely in consultation with the head of the department. The representatives of the three graduate schools stated that appointments and separations of persons from the faculty of their schools are carried out by the involved department chairmen. The need for such action, especially when dictated by budgetary considerations or enrollment needs, may, of course, be initiated by the Dean in consultation with the department chairman, but it is the department chairman in the three graduate schools who makes the decision as to persons in consultation with the Dean. The University Review Committee believes that this universally accepted academic practice should be made uniform for the entire University.

Since, in the final analysis, it is the President in whom ultimate responsibility rests, he alone makes the crucial decision. Dean Mirsky stated that he had talked to the President about the Carol Gruber case and that the President confirmed the decanal action. Professor Goldstein surely did not strengthen her position by appealing di-

rectly to President Belkin. Some members of the Committee felt that she had prejudiced it by not making a stronger effort within the machinery of Stern College by asking Dean Mirsky to communicate to Dr. Belkin her exception to his decision.

2. This case indicates the wide range of practices which prevail in the appointment and separation procedures operating at present in the several schools of the University. Professor Goldstein has argued very cogently the case for the departmental chairman's priority in the matter of separation of a person from the staff. She sounds a firm note when she says that a professional historian knows best the requirements for a well-formed history department. The broader considerations of market place availability really add little to the efficient functioning of any department.

The members of the University Review Committee would like to see a uniform policy of hiring and separation introduced for all the component schools of the University and the practices set forth clearly. With this in mind it has elected to send copies of this report to the President, his administrative staff, the Deans within the University, all department heads and divisional chairmen, all chairmen of welfare committees, payroll and budget committees, the Faculty Handbook Committee, committees on promotion and separation, and all other chairmen of interested committees.

Respectfully submitted,

The Yeshiva University Faculty
Review Committee

Irving Linn, chairman (YC)
Morris Epstein (SCW)
Lewis M. Fraad (AECOM)
Nathan Stillman (FGS)
Everett Wilson (WSSW)

May 1, 1972

EMPLOYER'S EXHIBIT No. 110

1.

YESHIVA COLLEGE FACULTY

FALL 1974 - 75

A. LANGUAGE, LITERATURE and the FINE ARTS (Dr. David Fleisher, Chairman)

	Full-time	Part-time	University
I.	**Art**		
	Dr. Maurice Chernowitz, Prof.		
II.	**English**		
	Dr. David Fleisher, Prof.,Senior Prof. Dr. Paul Connolly, Asst. Prof. Dr. Joan Haahr, Asst. Prof. Dr. Seymour Lainoff, Prof. Dr. Irving Linn, Prof. Mr. Leo Taubes, Instructor Dr. Manfred Weidhorn, Prof.	Mr. Louis Finkelman, Vis. Lecturer Mr. Isaac Mozeson, Vis. Lecturer Mrs. Judith Watts, Vis. Lecturer	
III.	**Classics**		
	Dr. Louis Feldman, Prof.,Senior Prof.		
IV.	**French**		
	Dr. Pauline Kra, Assoc. Prof.,Senior Prof.	Dr. Viviane Ryan, Vis. Asst. Prof. Mr. Sheldon Schwartz, Vis. Lecturer	
V.	**German**		
	Mr. Thomas Knudsen, Instructor		
VI.	**Music**		
	Dr. Edward Levy, Asst. Prof.		
VII.	**Russian**		
	- - -	Dr. Arash Bormanshinov, Vis. Asst. Prof.	

LANGUAGE, LITERATURE and the FINE ARTS

	Full-time	Part-time	University
VIII.	Spanish		
	- - -	Dr. Antonio Sacoto, Vis. Assoc.Prof. Ms. Joan Warshall, Vis. Lecturer	
IX.	Speech		
	Dr. Abraham Tauber, Prof., Senior Prof. Dr. Anthony Beukas, Asst. Prof. Dr. Laurel Keating, Asst. Prof. Mrs. Shirley Lauro, Instructor	Ms. Eve Brandstein, Vis. Lecturer Mrs. Rebecca Stearns, Vis. Lecturer	

B. NATURAL SCIENCES (Dr. Eli Levine, Chairman)

	Full-time	Part-time	University
I.	**Biology**		
	Dr. Moses D. Tendler, Prof.,Senior Prof.	Ms. Angelo Chen,Lab. Asst.	Mr. Morris Altman,Instructor(S)
	Dr. Maureen Friedman, Asst. Prof.	Dr. Max Hamburg,Vis.Assoc.Prof.	
	Dr. Saul Wischnitzer, Professor	Dr. Barry Kendler,Vis.Lecturer	
II.	**Chemistry**		
	Dr. Eli Levine, Prof.,Senior Prof.	Mr. Philip Gellis, Vis.Lecturer	Dr. Max Lipsicas,Professor(B)
	Dr. Samuel Blackman,Assoc. Prof.	Dr. Marvin Welcher,Vis.Lecturer	Dr. Karl Meyer,Professor(B)
	Mrs. Ida Dobkin, Instructor		
	Dr. Ezra Levy, Assoc. Prof.		
III.	**Information Science**		
	- - -	Dr. Emil Grgin,Vis.Asst.Prof.	Dr. Charles Berger,Professor(B)
			Dr. Graham Frye,Assoc.Prof.(B)
IV.	**Mathematics**		
	Dr. Henry Lisman, Prof.,Senior Prof.		Dr. Melvin Berger,Professor(B)
	Dr. Jonathan Ginsberg, Assoc. Prof.		Dr. Adam Koranyi,Professor(B)
			Dr. Arnold Lebow,Professor(B)
			Dr. Charles Patt,Asst.Prof.(B)
			Dr. Robert Putz,Instructor(B)

NATURAL SCIENCES

Full-time	Part-time	University
VI. Physics		
Mr. Perez Posen, [redacted] Asst.Prof.,Senior Prof. HSST		Dr. Ralph Behrends,Professor(B) Dr. Michael Bell,Asst.Professor(B) Mr. Leonard Brandwein(U) Dr. Fred Cooper,Asst.Professor(B) Dr. David Finkelstein,Professor(B) Dr. Fred Pollak,[redacted] Professor(B) Dr. Paul M.Raccah,Professor(B) Dr. Arthur Woodruff,Assoc.Professor(B)

C. SOCIAL SCIENCES (Dr. Helmut Adler, Chairman)

	Full-time	Part-time	University
I. Economics			
	Dr. Aaron Levine,Asst.Prof.,Senior Prof.	Dr.Philip Ernst,Vis.Asst.Prof.	Mr. Robert Funschelle(U)
II. Education			
	- - -		Dr. Sidney Pleskin,Professor(U)
III. History			
	Dr. Albert Marrin,Assoc.Prof.,Senior Prof. Mr. Robert Goldberg, Instructor	Mr. Steven Bayme,Vis.Lecturer Dr. Ervin Kedar,Vis.Professor Mr. Allen Pollack,Vis.Asst.Prof.	Mr. Zevulun Charlop,Lecturer(U)
IV. Library			
	- - -		Mr. Donald Deitch,Librarian Mrs. Edith Lubetski, Librarian
V. Philosophy			
	- - -	Dr. Sol Roth,Vis.Asst.Prof. Mr. Ira Schnall, Vis.Lecturer Mr. Joshua Shmidman,Vis.Lecturer Dr. Walter Wurzburger,Vis.Assoc. Professor	Dr. Arthur Hyman, Professor, Senior Professor(U) Dr. Aage Peterson,Professor(B)

SOCIAL SCIENCES

Full-time	Part-time	University
VI. Physical Education		
- - -	Mr. Neil Ellman Mr. Jonathan Halpert Mr. Allen Kampf Mr. Lorand Marcell Mr. Alvin Rapp Mr. Matthew Shatzkes Mr. Harvey Sober Mr. Arthur Tauber,Vis.Asst.Prof.	
VII. Political Science		
Dr. Ruth Bevan,Assoc.Prof.,Senior Prof. (on leave of absence) Dr. Gurcharan Singh, Asst. Professor	Mr. Joshua Berkowitz,Vis.Lecturer Mr. Bernard Firestone,Vis.Lecturer Dr. Michael Hecht Dr. Gary Schiff, Vis. Asst. Prof.	
VIII. Psychology		
Dr. Helmut Adler, Prof.,Senior Prof. Dr. Manny Sternlicht, Professor	Dr. Aaron Rabinowitz,Vis.Asst.Prof.	Dr. Carl Auerbach,Asst.Prof.(F) Dr. Allen Goldstein,Assoc.Prof.(F) Dr. Aaron Hershkowitz,Assoc.Prof.(F)
IX. Sociology		
Ms. Susan Maizel, Instructor	Mr. Aron Halberstam,Vis.Lecturer Mr. Jacob Lindenthal,Vis.Assoc.Prof.	

D. JEWISH STUDIES (Dr. Irving Agus, Chairman)

Full-time	Part-time	University
I. Hebrew		
Dr. Asher Siev, Prof., Senior Prof.	Mr. Shalom Carmy (Vis.Lecturer)	Dr. Moshe Carmilly, Professor(E)
	Dr. Michael Katz	Dr. Mayer Herskovics, Professor(E)
		Dr. Elazar Hurvitz, Assoc. Professor(R)
		Dr. Hayim Leaf, Professor (BRGS)
		Dr. Mitchell Orlian, Asst. Professor(E)
		Dr. Philip Paretzky, Instructor(YP)
		Dr. Moshe Sokolow, Asst. Professor(E)
		Mr. Pincus Wollman, Instructor(E)
II. History		
Dr. Irving Agus, Prof., Sernior Prof.		Mr. Louis Bernstein, Instructor(E)
		Dr. Meyer Feldblum, Professor(R)
		Dr. Mayer Herskovics, Professor(E)
		Dr. Moshe Sokolow, Asst. Professor(E)
III. Yiddish		
- - -	Mrs. Gella Fishman (Vis.Lecturer)	

EMPLOYER'S EXHIBIT No. 111

STATISTICAL INFORMATION

Yeshiva College -- Part-Time Faculty
Fall 1974

Name	Rank	No. of contact hrs. in current semester	Semester worked within last 3 yrs & no. Contact Hrs. in each semester	List P.T. affiliations at other schools of Y.U.	List any outside institutions with which individual is known to be affiliated
Bayme, Mr. Stephen	Vis. Lecturer	6	1973F:3;S: 6		
Berkowitz, Mr. Joshua	Vis. Lecturer	3			
Bormanshinov, Dr. Arash	Vis. Asst. Prof.	3	1971F:3;S:3 1972F:3;S:3 1973F:3;S:3		CCNY
Brandstein, Ms. Eve	Vis. Lecturer	6		SCW	
Carmy, Mr. Shalom	Vis. Lecturer	2	1974 S:4	SCW	
Chen, Ms. Angelo		8	1973F:6;S:6		
Ellman, Mr. Neil	Vis.Lecturer	15	1971F:12;S:12 1972F:15;S:15 1973F:15;S:15		
Ernst, Dr. Philip	Vis. Asst. Prof.	9	1973F:9;S:9		
Finkelman, Mr. Louis	Vis. Lecturer	11	1972F:4;S:4 1973F:7;S:7		
Firestone, Mr. Bernard	Vis. Lecturer	3			
Fishman, Mrs, Gella	Vis. Lecturer	6	1973F:3;S:3		
Gellis, Mr. Philip	Vis. Lecturer	4			
Grgin, Dr. Emil	Vis. Asst. Prof.	4			
Halberstam, Mr. Aron	Vis. Lecturer	3	1972F:3;S:3		
Halpert, Mr. Jonathan	Vis. Lecturer				
Hamburgh, Dr. Max	Vis. Assoc. Prof.	4	1971F:2; 1972F:2	AECOM	CCNY

STATISTICAL INFORMATION

Yeshiva College -- Part-Time Faculty
Fall

Name	Rank	No. of contact hrs. in current semester	Semester worked within last 3 yrs & no. Contact hrs. in each semester	List P.T. affiliations at other schools of Y.U.	List any outside institutions with which individual is known to be affiliated
Dr. M. Hecht	Asst. Prof.	3	1971 F:3; S6 1972 F:3; S6 1973 F:3; S6	SCW	YHS

STATISTICAL INFORMATION

Yeshiva College -- Part-Time Faculty
Fall 1974

Name	Rank	No. of contact hrs. in current semester	Semester worked within last 3 yrs & no. contact hrs. in each semester	List P.T. affiliations at other schools of Y.U.	List any outside institutions with which individual is known to be affiliated
Kampf, Mr. Allen	Vis. Lecturer	4	1973F:4;S:4		
Katz, Dr. Michael	Assoc. Professor	6	1971 F:6;S:6		RIETS
Kedar, Dr. Ervin	Vis. Professor	2	1972 F:2;S:2 1973 F:2;S:2	SCW	
Kendler, Dr. Barry	Vis. Lecturer	16			
Lindenthal, Dr. Jacob	Vis.Assoc.Prof.	3	1972F:3; S:3 1973F:3; S:3	BRGS	Rutgers
Marcell, Mr. Lorand	Vis. Lecturer	10	1971F:10;S:10 1972F:10;S:10 1973F:10;S:10		
Mozeson, Mr. Isaac	Vis. Lecturer	9			
Pollack, Mr. Allen	Vis.Asst.Prof.	3	1972F:3;S:3 1973 S:3		
Rabinowitz, Dr. Aaron	Vis.Asst.Prof.	3			
Rapp, Mr. Alvin	Vis. Lecturer	4	1973F:4;S:4		
Roth, Dr. Sol	Vis.Asst.Prof.	6	1971F:6;S:6 1972F:6;S:6 1973F:6;S:6		
Ryan, Dr. Viviane	Vis.Asst.Prof.	9			
Sacoto, Dr. Antonio	Vis.Assoc.Prof.	3			CCNY
Schnall, Mr. Ira	Vis. Lecturer	6	1973F:6;S:3		
Schiff, Dr. Gary	Vis.Asst.Prof.	6	1973:3;S:6		
Schwartz, Mr.Sheldon	Vis. Lecturer	3			

STATISTICAL INFORMATION

Yeshiva College -- Part-Time Faculty
Fall 1974

Name	Rank	No. of contact hrs. in current semester	Semester worked within last 3 yrs & no. contact hrs. in each semester	List P.T. affiliations at other schools of Y.U.	List any outside institutions with which individual is known to be affiliated
Shatzkes, Mr. Matthew	Vis. Lecturer	4	1973:4;S:4		
Shmidman, Mr. Joshua	Vis. Lecturer	2	1971F:2;S:2 1972F:2;S:2 1973F:2;S:2		
Sober, Harvey		8	1971F:7,S:7 1972F:8;S:8 1973F:8;S:8		
Stearns, Mrs. Rebecca	Vis. Lecturer	9			
Tauber, Mr. Arthur	Vis.Asst.Prof.	15	1971F:14;S:14 1972F:14;S:14 1973F:15;S:15	SCW	
Warshall, Ms. Joan	Vis. Lecturer	6			
Watts, Mrs. Judith	Vis. Lecturer	3			
Welcher, Dr. Marvin	Vis. Lecturer	4			
Wurzburger, Dr. Walter	Vis.Assoc.Prof.	5	1971F:5;S:5 1972F:5;S:5 1973F:5;S:5	BRGS	

EMPLOYER'S EXHIBIT NO. 112

Yeshiva University

YESHIVA COLLEGE

Upon recommendation of the Administration, Faculty and Student Body of Yeshiva College, the President approved the establishment of a Senate to govern the affairs of the College as specifically set forth below, and in accordance with the ideals and goals of this institution. Its intent is to share responsibility for the operations and improvement of the College among the groups that constitute the College.

This new development at Yeshiva College is the outcome of cooperation among Administration, Faculty and Students who comprise the College, and will redound, it is hoped, to the best interests of the College and its traditions in its continued growth.

CONSTITUTION OF THE YESHIVA COLLEGE SENATE

(In effect June 1969, with later amendments as indicated, through June 1974)

ARTICLE I. COMPOSITION AND ORGANIZATION

Section 1. The Yeshiva College Senate shall be composed of members of the Administration, the Faculty, the Student Body, and the Alumni as follows:

a) Administration: The Dean of the College, the Vice President for Student Affairs, the Registrar, and the Director of Admissions shall serve *ex officio*, and one other University academic officer designated by the President. (Amended 4/1/71)

b) Faculty: Eight full-time faculty members, with each rank represented, preferably two from each rank, elected by the Faculty Assembly for two-year overlapping terms, four each year. (Amended 5/27/71)

c) Students: Six students (three or four incoming Seniors and the remainder incoming Juniors) selected by the incoming Student Council, in the manner proscribed by the Yeshiva College Student Council Constitution, in accordance with section 2 of this article. (Amended 4/13/72)

d) Alumni: One alumnus appointed by the Yeshiva College Alumni Association. The Alumni Association may designate an alternate who shall serve only in the absence of the regular representative. (Amended 10/10/69, 6/15/70)

Section 2.

a) The sophomores chosen each year shall serve for two years, and the juniors for one year. (Amended 10/19/72)

b) Student candidates for the Senate shall be required to have at least a 3.000 cumulative academic average, and shall be required to maintain this average during their term of office. In all other respects, the election and tenure of the student members shall be governed by the regulations pertaining to other extracurricular activities.

c) All students who meet the above qualifications are eligible to serve on the Senate, with the exception of the President of the Yeshiva College Student Council, and the Editor-in-Chief of the Commentator.

Section 3. If any member resigns, or is found ineligible for office, the body which originally elected him shall elect a replacement to serve the remainder of the unexpired term of office. (Renumbered and rearranged 12/70)

Section 4. The faculty and student members of the Senate shall be selected in the Spring semester of each year, during the month of May, on a date to be determined by the Senate, and shall assume office immediately. The results of the elections shall be publicized to the Yeshiva College community. (Renumbered and transitory provisions omitted 12/70)

Section 5. The first session of the Senate each year shall be called by the Dean in June. Thereafter the elected chairman shall call the Senate into session at his discretion, but not less frequently than once a month during the school year. Meetings must be called when requested by a majority of the members. (Renumbered 12/70)

Section 6. At its first session each year, the Senate shall elect a Chairman and a Secretary. The Chairman shall be a student or faculty member and shall not vote except in the case of a tie. (Amended 5/28/70)

Section 7. The Secretary shall keep a record of all deliberations and of all reports and communications received by the Senate, and shall make the minutes public to the Faculty and to the Student Body.

Section 8. Each member of the Senate shall have one vote. (Amended 10/10/69)

Section 9. All policy decisions of the Senate shall be made by simple majority vote, and in all procedural matters the Senate shall follow Robert's Rules of Order.

Section 10. A quorum shall consist of twelve members, with at least two from each group (except the Alumni) being present. (Amended 6/15/70)

ARTICLE II. SCOPE

Section 1. The Senate shall have jurisdiction over the academic affairs of the college, as specifically set forth below:

a) Academic standards, admissions policy, curriculum and requirements for degree.

b) The establishment of new majors, and new courses. In the above matters, the Senate shall be required to consult with the Department and Division Heads involved before voting on the issue.

c) Determination of policy on: 1) standards of scholastic performance; 2) student attendance; 3) the grading system; 4) academic honors.

d) Discussion and disposition of all matters submitted to it by the Administration, the Faculty, the Student

Council, and the Yeshiva College Alumni Associate (Amended 5/23/74)

Section 2. The Senate shall make policy recommendations to the appropriate bodies on matters affecting faculty welfare, including appointments, promotions, leaves of absences, honors, and remuneration.

Section 3. All measures passed by the Senate shall be submitted to the President and the Faculty Assembly, both of whom shall have the power to veto, the latter by a two-thirds majority vote of its members present. Any measure not vetoed within fifty school days (classes in session) after its communication to the President and Faculty Assembly shall be considered adopted. A recommendation of the Senate may also be approved by affirmative action of the Faculty Assembly within the fifty day limit; such action shall be communicated to the President, and upon his approval the measure shall be effective. (Amended 12/18/69)

Section 4. The Senate shall have no jurisdiction over the administration of Academic regulations and the awarding of academic honors to students, i.e. admission, probation, dismissal, academic honors and prizes.

Section 5. The Senate shall have no jurisdiction over extra-curricular activities or the administration of student discipline.

ARTICLE III. COMMITTEES

Section 1. Two student members shall be appointed for one year by the Student Council to the following committees: Curriculum and Instruction, Welfare, Library, Student Activities Policy, Scholastic Standing, whose present membership, organization and scope are described in the sections of the Yeshiva College Faculty Statute appended hereto. Student members of the Welfare and Scholastic Standing Committees shall participate in all activities of the committees except when they deal with specific individuals and cases.

Section 2. All Committees shall report to the Senate as well as to the Faculty Assembly.

ARTICLE IV. AMENDMENTS

Section 1. Amendments to the present constitution shall require a two-thirds (2/3) majority vote of the voting membership of the Senate. Notice of a proposed amendment must be included with the announcement of the meeting.

APPENDIX

Pertinent sections of the Yeshiva College Faculty Statute, included in accordance with Article II, Section 1:

2. *COMMITTEE ON CURRICULUM AND INSTRUCTION*

a. Functions

1) Carry on continuous review of current course offerings and refer to the appropriate departments suggestions (including those of students) made to improve curricular offerings by adding or deleting courses.

2) Review recommendations of the departments for the addition or deletion of courses. If approved by the committee, such recommendations shall be circulated to the entire faculty. If there is no objection within one month from any department or the Dean, the recommendation shall go into effect. If there is any objection the recommendation shall be discussed jointly by all affected parties, and if there is still no agreement, the recommendation shall be referred to a meeting of all departmental representatives for decision. If disapproved by the committee the recommendations shall be returned to the originating department for reconsideration. In the event of failure of the committee and the department to agree the question shall be referred to the Assembly.

3) Establish broad guide lines for the requirements for majors.

4) Study and recommend to the faculty for its consideration such programs as honors work, colloquim seminars, and advanced placement programs (the administration of these programs to be the task of the Scholastic Standing Committee).

5) Study the impact and effectiveness of national standardized tests in the light of our courses of study.

6) Study and recommend to the faculty for its consideration new developments in audiovisual aids and other media for improving teaching methods and techniques.

7) Study and acquaint the faculty with national symposiums, conferences, and educational programs, and encourage participation in such meetings.

8) Study and recommend general requirements for graduation from the College.

9) Study and acquaint the Faculty with new developments in higher education generally.

3. *LIBRARY COMMITTEE*

a. Functions

1) Act as liaison between faculty and library staff.

2) Study and acquaint the Faculty with the resources and problems of the Pollack Library and those facilities of the Mendel Gottesman Library and other University libraries which have relationship to the curricular offerings of Yeshiva College in terms of the curricular offerings of the College.

3) Make recommendations for the improvement of library conditions in general and for smooth library operation.

b. Membership

1) The Director of Libraries and the Librarians of the Pollack and Gottesman Libraries shall be consultants to the Committee.

4. *SCHOLASTIC STANDING COMMITTEE*

a. Functions

1) Study and recommend to the faculty policies on: (a) scholastic standards and performances; (b) student absences; (c) the grading system; (d) minimal student performance and academic probation and dismissal; (c) disciplinary probation; (f) honors at graduation; (g) Dean's List; (h) student work load; (i) student employment and participation in extracurricular activities.

2) Aid the Office of the Dean in the implementation of these policies.

5. *WELFARE COMMITTEE*

A. Functions

The Welfare Committee shall concern itself with matters affecting the morale and the physical and material welfare of the Faculty. As part of its duties it shall:

1) Seek to ensure maximum benefits for the faculty and call to the attention of the faculty matters which in its judgment call for study and action.

2) Study and recommend procedures to encourage and assist faculty members with (a) research (b) publications (c) participation in learned and professional societies.

3) Hear and seek to resolve grievances of intra-and inter-relations of faculty and administration.

6. *STUDENT ACTIVITIES POLICY COMMITTEE*

a. Functions

1) Consider questions of policy for student activities submitted to it by the Yeshiva College Student Council and advise the Council of the result of its deliber-

ations. Consenting advice by the Committee on a given matter shall exempt those acting in accordance with this advice from the lodging of charges with the Student Activities Judiciary Committee.

b. Membership

1) No member of the Judiciary Committee may serve on this committee.

EMPLOYER'S EXHIBIT NO. 113

Yeshiva University

YESHIVA COLLEGE

Faculty College Committees, 1974-75
as approved by the Faculty Assembly on
September 11, 1974

Committee on Curriculum and Instruction

Dr. Paul Connolly
Dr. Mayer Herskovics
Dr. Henry Lisman
Dr. Edward Levy
Professor Morris Silverman

Students: Harris Goldstein, Martin Yarmush

Library Committee

Mr. Donald Deitch
Mr. Robert Goldberg
Mr. Thomas Knudsen
Mr. Pinchas Wollman

Students: Michael Pariser, David Warburg

Scholastic Standing Committee

Dr. Irving Agus
Dr. Isaac Bacon
Dr. Paul Connolly
Mrs. Ida Dobkin
Rabbi Abner Groff
Dr. Israel Miller
Professor Morris Silverman
Dr. Manny Sternlicht
Mrs. Lauro

Students: Steven Mandelsberg, Rick Shulman

Welfare Committee

Dr. Maurice Chernowitz
Dr. Seymour Lainoff
Dr. Irving Linn
Dr. Asher Siev
Dr. Abraham Tauber
Dr. Manfred Weidhorn

Students: Daniel Blum, Shlomo Charlop

Student Activities Judiciary Committee

Mrs. Shirley Lauro
Dr. Hayim Leaf
Dr. Paul Raccah

Student Activities Policy Committee

Dr. Anthony Beukas
Dr. Moshe Carmilly
Dr. Ezra Levy
Dr. Albert Marrin

Students: Martin Hirsch, Mark Srulowitz

Committee on Committees

Dr. Blackman
Dr. Louis Feldman
Dr. Abraham Tauber
Mr. Leo Taubes

Agenda Committee

Dr. Helmut Adler, Dr. Eli Levine, Miss Susan Maizel

Yeshiva College Representative to the University Faculty Review Committee

Dr. Irving Linn

Representatives to the Academic Council of Undergraduate Schools

Dr. Arthur Hyman
Dr. Moshe Tendler

Students: Paul Lerer, David Teman

Faculty Members of Senate

Mr. Zevulun Charlop
Dr. David Fleisher
Dr. Jonathan Ginsberg
Dr. Joan Haahr
Dr. Michael Hecht
Dr. Laurel Keating
Dr. Aaron Levine
Professor Perez Posen

DEPARTMENTAL ADVISORY COMMITTEES - 1973-74

No. Pages	SUBJECT	TEACHERS	STUDENTS
	CHEMISTRY	Dr. Eli Levine	Irwin Gross
	"	Dr. Ezra Levy	Glenn Hirsch
	"	Dr. Blackman	
	"	Mrs. Dobkin	
	SPEECH	Dr. Keating	Jeffrey Neiman
	"		Norman Gildin
	"		Ira Berkowitz
	"		Leonard Fuld
	"	Dr. Abr. Tauber	Sidney Slivko
	ECONOMICS	* Dr. Phil Ernst	Kenneth Coppell
	"		Leonard Friedman
	BIOLOGY	Dr. M.D. Tendler	Sanford Schoss
	"		Dov Kanner
	POLITICAL SCIENCE	Dr. Dunner	Joseph Blank
	"		Moshael Straus
	"		Moshe Sukenik
	"		Morris Wargon
	"		Isaiah Wexler
	HISTORY	Dr. Marrin	Isaac Saufer
	"	Dr. Goldberg	Zvi Ereyni
	ENGLISH	Dr. Fleisher	Bruce Friedman
	"	Dr. Haahr	Mark Speiser
	CLASSICS	Dr. Feldman	Zvi Ereny
	"		Alan S. Kaufman
	"		Joshua J. Schwartz
	SOCIOLOGY	Ms. Maizel	Philip Skversky
	"	* Dr. Lindenthal	Abr. H. Grunfeld
	PHILOSOPHY	Drs. Roth & Wurzburger	Jeffrey Wandel
	"	Dr. Hyman	Danny Arm
	PHYSICS	Prof. Posen	Harold Weissler
	"	Prof. Landovitz	Zev Hochberg
	MATH	Dr. Lisman	Kenneth Blackstein
	"		Barry Kochanowitz
	PSYCHOLOGY	Dr. H. Adler	Norman Newman
	"	&	Norman Blumenthal
		other faculty members	

EMPLOYER'S EXHIBIT No. 114

EMPLOYER'S EXHIBIT NO. 115

ERNA MICHAEL COLLEGE FACULTY

FALL 1974 - 75

	Full-time	Part-time	University
I Bible	Dr. Mayer Herskovics, Prof., (Sr. Prof.) Dr. Moshe Carmilly, Prof. Dr. Mitchell Orlian, Asst. Prof. Dr. Mosho Sokolow, Asst. Prof.	Dr. Charles Chavel, Visiting Prof. Dr. Yehudi Felman Visiting Asst. Prof. Dr. Abraham Rapaport Visit. Asst. Prof.	Rabbi David Derovan, Instructor (CSD) Rabbi Pesach Oratz, Asst. Prof. (J) Dr. Meir Havazelet, Prof. (S)
II Education	Dr. David Kadosh, Asst. Prof.	Dr. Aaron Rabinowitz, Vis. Asst. Prof.	Rabbi Oratz, Asst. Prof. (J)
III Hebrew	Dr. Hayim Leaf, Prof., (Sr. Prof.) Rabbi Louis Bernstein, Instructor Mr. Yitzchak Sabban, Instructor Mr. Pinchas Wollman, Instructor		
IV History	Dr. Moshe Carmilly, Prof., (Sr. Prof.) Dr. Moshe Sokolow, Asst. Prof. Rabbi Louis Bernstein, Instructor	Rabbi Jay Marcus, Instructor	Dr. Hayyim Cohen, Visiting Prof. (SSI)
V Jurisprudence	Dr. David Kadosh, Asst. Prof. Rabbi Chaim Gulevsky, Instructor Rabbi Israel Wohlgelernter, Asst. Prof.	Dr. Joseph Wanefsky, Vis. Asst. Prof.	Rabbi Mitchell Serels, Instructor (SSI)
VI Philosophy	Dr. David Kadosh, Asst. Prof. Rabbi Israel Wohlgelernter, Asst. Prof.	Dr. Norman Lamm Assoc. Prof.,	

ERNA MICHAEL COLLEGE FACULTY

Fall 1974 - 1975

	Full-time	Part-time	University
VII Sociology		Mr. Zvi Reich, Instructor	Dr. Abraham Stern, Assoc. Prof. (CSD) Mr. Stephen Donshik, Asst. Prof. (W)
VII Talmud	Rabbi Chaim Gulevsky, Instructor Rabbi Aron Kreiser, Instructor Rabbi Joseph Lerner, Instructor Rabbi Israel Wohlgelernter, Asst Prof.	Dr. Aaron Rabinowitz, Vis. Asst. Prof.	

PART-TIME FACULTY

Erna Michael College of Hebraic Studies

Fall 1974

Name	Rank	No. of contact hrs. in current semester	Semester worked within last 3 yrs. & no. Contact Hrs. in each semester	P. T. affiliations at other schools of Y.U.	outside institutions with which individual is known to be affiliated
Chavel, Dr. Charles	Vis. Prof.	----	1971-1974 Spring: 2 hrs.	----	
Felman, Dr. Yehudi	Vis. Asst. Prof.	2	S: 2 F: 2	SCW	Downstate Medical School
Lamm, Dr. Norman	Assoc.Prof.	2	F: 4 S: 4	----	City University
Marcus, Rabbi Jay	Instructor	4	----	Guidance	----
Rabinowitz, Dr. Aaron	Vis. Asst. Prof.	8	----	YC	Bar Ilan University
Rapaport, Dr. Abraham	Vis. Asst. Prof.	2	1973-74 2 each semester	----	----
Reich, Mr. Zvi	Instructor	2	S: 2 F: 2	----	----
Wanefsky, Dr. Joseph	Vis. Asst. Prof.	2	1973-74 2 each semester	----	----

Erna Michael College

Committees

Student Faculty:	Carmilly, Orlian, Sabban
Admissions:	Derovan*, Felman*, Marcus*, A. Rabinowitz*
Academic Standing:	Bernstein, Herskovics, Kadosh, Leaf, Lerner, Oratz, Wohlgelernter
Library:	Gulevsky, Kreiser, Lamm*, Wollman
Delegates to Undergraduate Council:	Havazelet*, Sokolow

* denote part-time in EMC

Examples of Ad-Hoc Committees which existed in previous years:

1) Committee to develop joint program with Wurzweiler
2) Committee to examine attendance and grading policy

EMPLOYER'S EXHIBIT No. 117

EMPLOYER'S EXHIBIT No. 118

JAMES STRIAR SCHOOL FACULTY

FALL 1974 - '75

		Full-time	Part-time	University
I	Bible	Rabbi P. Oratz, Asst. Prof., Chairman Rabbi A. Berman, Instructor Rabbi B. Blech, Instructor Dr. Morris Gorelik, Instructor		Dr. W. Orenstein Instructor (TIW)
II	History		Dr. A. Neuschloss, Instructor	
III	Hebrew		Mr. Samuel Schneider, Instructor Mr. H. Sober, Instructor	Mr. H. Dubitsky, Instructor (SCW) Dr. A. Siev, Instructor (YC)
IV	Judaic Studies	Rabbi S. Siff, Asst. Prof. Rabbi B. Blech, Instructor	Rabbi Ezra Bick, Instructor Mr. H. Billet, Instructor Rabbi P. Reiss, Instructor	Dr. W. Orenstein, Instructor (TIW)
V	Talmudic Literature	Rabbi Maier Fulda, Asst. Prof. Rabbi S. Siff, Asst. Prof. Chairman Rabbi A. Berman, Instructor Rabbi B. Blech, Instructor Dr. Morris Gorelik, Instructor	Rabbi S. Riskin, Vis. Asst. Prof. Mr. H. Billet, Instructor Rabbi P. Reiss, Instructor	

EMPLOYER'S EXHIBIT No. 119

PART-TIME FACULTY

JAMES STRIAR SCHOOL OF GENERAL JEWISH STUDIES

FALL 1974

ne	Rank	No. of contact hrs. in current semester	Semester worked within last 2 yrs. & no. contact hrs. in each semester	P.T. affiliations at other schools of Y.U.	outside institutions with which individual is known to be affiliated
Bick, Rabbi Ezra	Instructor	4	--------	-------	----------
~~Dubitsky, Mr. Henoch~~	~~Instructor~~	~~4~~	~~4 ea. sem.~~	~~SCW~~	~~----------~~
Neuschloss, Dr. Andre	Instructor	4	4 ea. sem.	-------	Touro
Orenstein, Dr.Walter	Instructor	~~8~~	8 ea. sem.	TIW	----------
Reiss, Rabbi Philip	Instructor	10	10 ea. sem.	-------	----------
Riskin, Rabbi Steven	Vis. Asst. Prof.	~~8~~	8 ea. sem.	-------	----------
Schneider, Mr. Samuel	Instructor	6	6 ea. sem.	-------	----------
~~Siev, Dr. Asher~~	~~Instructor~~	~~4~~	~~4 ea. sem.~~	~~Y.C.~~	~~----------~~
Sober, Mr. Harvey	Instructor	10	2 ea. sem.	Y.C.	----------
Billet, Mr. Heshy	Instructor	12	8 to 10 ea. sem.		

EMPLOYER'S EXHIBIT NO. 120

JAMES STRIAR SCHOOL COMMITTEES

Student-Faculty:

Rabbis Fulda, Siff, Blech

Comm. on Promotions:

Rabbis Oratz, Riskin *, Fulda

Ad Hoc:

Evaluation of Hebrew Instruction:
Dr. Siev, Mr. Sober *, Mr. Schneider *

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* Part-time faculty member.

EMPLOYER'S EXHIBIT NO. 121

Minutes of J.S.S. faculty meeting held on Wed. June 13, 1973 in Furst Hall. Present were: Rabbis Berman, Blech, Fulda, Oratz, Reiss, Riskin, Siff, Dr. Neuschloss, Dr. Orenstein, Dr. Siev, Messrs. Huffman, Schneider, and Sober.

The meeting was opened by Rabbi Besdin at 9:45 A.M. with the comment that he had prepared a long and detailed agenda for this meeting, copies of which were distributed to all present. Rabbi Fulda moved that in view of the length of the agenda we disposed with the minutes of the previous meeting. There was no opposition to the motion.

Following the order of the agenda, Rabbi Besdin introduced the first item: *Instruction in Hebrew language.* He noted that there was a general feeling among the faculty, including the Hebrew instructors, that our Hebrew curriculum has not been sufficiently effective, and that this condition is reflected in the textual weakness of many students. Mr. Huffman stated that we should give more emphasis to the study of basic Hebrew grammar which is essential for textual proficiency. Most students, he said, are bored by grammar and language drill and are constantly asking for conversational Hebrew which they find easier and more interesting. But if we want to give them textual skills we must change the texts from modern Hebrew to solid texts in Biblical grammar and language. Mr. Schneider said, that there should be more consultation between the Hebrew instructors and the other instructors of each class, so that Hebrew instruction may be geared to support the language skills needed for the textual studies in that class. Mr. Sober said that Hebrew grammar can be made more interesting by offering more explanation of the structure of the language, and by using illustrations from Bible and Prayer texts with which students are familiar. We cannot expect adult students to respond to the study of Hebrew grammar unless we teach it with great enthusiasm and use every dramatic effect to impress them with its value. Rabbi Besdin

pointed out that not all instructors have this talent. Dr. Siev expressed the opinion that we must be more insistent upon correct spelling, vocalization, and penmanship and that this can best be done by short homework exercises, required for each class meeting, to be corrected and reviewed in each class session. Rabbi Oratz suggested that in the Freshman Hebrew classes a concentrated effort be made to teach and drill the conjugation of the verb in all tenses, and particularly the [Hebrew letters] and [Hebrew letters] that are so frequently used in the Bible.

There followed a lengthy discussion in which almost all faculty present participated, arriving at a consensus that a committee consisting of all the Hebrew instructors be designated to evaluate the Hebrew curriculum with particular attention to choice of text and teaching methods. Dr. Neuschloss so moved, seconded by Rabbi Oratz. Approved unanimously. Rabbi Besdin requested that the committee meet during this month so that possibly some of its recommendations may be implemented for the Fall semester.

Item II—Reading. Rabbi Besdin brought up the problem that some of our students do not achieve the facility for correct and fluent Hebrew reading and that this impedes all their textual studies. Rabbi Riskin suggested that students be guided and trained in phonetic syllable reading rather than word reading. The trend in most schools today is to return, in great part, to phonetics, instead of word reading. This is all the more necessary for our students since they begin with so little word recognition. Mr. Schneider suggested that more care be given to correct reading in class recitation. Rabbi Besdin suggested that students be urged to shorten their daily prayers to the essentials and read the reduced quantity with greater care and precision.

Item III—Bible. Rabbi Besdin raised the perennial issue of a proper balance between text and commentary. Rabbi Oratz stated that there simply wasn't sufficient time to do even half of Leviticus in the first semester of the Jr. year and that of necessity he must be selective; nor can

Numbers be done in the second semester of the Jr. year, or all of Deuteronomy be learned in Sr. years. The instructor must, therefore, select the sections that are most valuable to students. Dr. Orenstein agreed with Rabbi Oratz and added that if we do not provide commentary and discussions and stick only to text translation, we are bound to lose the interest of our students. The real issue is the balance of the two, and the interest of our students. The real issue is the balance of the two, and this often depends on the nature of the class, its background and interest. Rabbi Blech stated that the commentary be given out of the texts of the basic commentators so that the students improve their textual skill even as they broaden their understanding. Rabbi Besdin remarked that it is necessary that each instructor have a detailed master syllabus and that it be adjusted to the level of each class. Rabbi Besdin also offered to meet with each instructor to discuss and review with him the syllabi of his Bible courses.

Item 4—Talmud. Rabbi Besdin reported that YP faculty decided to learn Tractate [Hebrew letters] for a second year 1973-74. A discussion followed as to advisability for J.S.S., to teach the same [Hebrew letters]. Rabbi Siff said that he finds it beneficial for his class to learn the same [Hebrew letters] as YP. Rabbi Riskin stated that for his students in Soph. A, Tractate [Hebrew letters] was most valuable and Rabbi Blech wished to teach [Hebrew letters]. After a brief discussion it was agreed to allow each instructor to choose the Talmud text and report his choice promptly to Rabbi Besdin so as to include it in the Fall schedule.

Item 5—Approbation of AA degree. Rabbi Besdin presented the list of seniors (prepared by the Registrar's office) who are candidates for the AA degree, and asked whether any faculty member has any objection to any candidate. There was no objection and the entire list thus received the approbation of the faculty.

Item 6—Guidance. Rabbi Besdin reported that the student-faculty committee at its last meeting voted to make a basic change in the guidance procedure of our School.

Up to now, guidance was done during class hours, and students were called out of class for prearranged guidance conferences. The new procedure would limit this practice to the Freshman class and would make guidance for upper classmen voluntary, to be initiated by request of student and arranged for after class hours. Rabbi Besdin aked for opinions of faculty members.

Rabbi Siff stated that the new procedure would weaken the guidance program, since, he felt, that many who need the guidance will not request it, also because convenient after class hours cannot be easily arranged. Dr. Orenstein expressed the opinion that beyond the Freshman year, guidance is of limited value unless it is sought by student, and that taking 2 or 3 students out of one class for a half hour or more, causes a loss for the students and some disruption in the class. Rabbi Besdin stated that he is in agreement with Rabbi Siff in opposition to new procedure, but feels that this is a matter for students and faculty to decide. After considerable further discussion, Rabbi Fulda moved, seconded by Dr. Orenstein, that the above recommendation of the student-faculty committee in regard to guidance procedure be adopted. The motion was carried with Rabbis Siff and Berman voting in the negative.

Item 7—Admission Policy. Rabbi Besdin raised the pressing issue in regard to high school graduates who do not qualify for YP or EMC and want to apply to J.S.S. Rabbi Fulda stated that such students be interviewed very carefully to determine cause for their previous failure and only students of good ability and true dedication to study be accepted. This opinion was supported by all speakers. Rabbi Besdin responded that there is often great pressure on behalf of such students but he will continue to screen them carefully.

Item 8—Good and Welfare. Rabbi Oratz asked about the prospect of salary increases for the coming year. Rabbi Besdin replied that he knows that the college faculty is negotiating for an increment and that if this is granted,

there will, as usual, be some increment for J.S.S. faculty as well.

The meeting was adjourned at 11:50 A.M.

Submitted by

Rabbi Oratz

EMPLOYER'S EXHIBIT NO. 122

YESHIVA UNIVERSITY

JEWISH STUDIES PROGRAM

Minutes of Meeting—

JEWISH STUDIES PROGRAM FACULTY

Jan. 19, 1960

Present: Rabbis Besdin, Rosenfeld, Oratz, Rabinowitz, Siev, Klein, Hartman, and Dr. Neuschloss

Chairman: Rabbi Besdin called the meeting to order at 9:40 A.M. However, because of absence of several members of the faculty, the chairman suggested that we begin by discussing the item on J.S.P. Status.

Remarks: Rabbi Besdin: Officially, we are listed as part of the college. Prof. Silverman recently sent around a memorandum to administration in Yeshiva University inquiring about the status of J.S.P.

Rabbi Besdin feels that ultimately, we should become an independent school. Rabbi Rosenfeld suggested that we begin at once to work for recognition as a separate school.

There are several advantages to being regarded part of the college, such as: salary scale, faculty standing and status, etc. . . .

Rabbi Rosenfeld stressed importance of being independent so that we can determine the pattern of our curriculum and academic standards.

Rabbi Siev pointed out that in the event we become part of the college, we would have to merge with the Jewish Studies Division of the college, which would be to our disadvantage. We may then not be able to set our own standards in an autonomous manner.

Rabbi Klein felt that at the moment our department must have flexibility which it would lose if joined with the college. Is in favor of remaining separate.

General Feeling: The best course may be to allow the matter to slide for the present but ultimately we should become an independent school, and we should begin to plan now to this goal leaving it up to presidents office.

Salaries: Rabbi Besdin: Until now he shied away from this sensitive area. Several members felt that Rabbi Besdin should endeavor to deal with the problem.

Rabbi Rosenfeld: A plan be developed to recognize tenure, increments and skeleton committees etc. . . . He suggested further that present salaries be discussed. Several members revealed their salaries. It was discovered that for four hours, salary varies between $1,000 and $1,200.00.

It was suggested to get salary scales of Yeshiva College, Sterns, etc. . . and information about our scale. A committee is authorized to evaluate the information and bring in a report. The committee appointed: Rabbis Besdin and Siev. Suggested to appoint committees and develop a plan for faculty organization.

DOUBLE PROGRAM PROBLEMS: Serious problem. Rabbi Besdin feels that in our department students carry full double load, because of our insistance on regular attendance, homework, tests, grades and academic standards. Some *good* students consider withdrawing as a result.

Rabbi Rabinowitz: Reduce one course for those who find it difficult and then during June make it up in a concentrated manner.

Rabbi Rosenfeld: It is not essentially a J.S.P. Problem. At present the college is raising its standards and we *must* not lower ours. J.S.P. Justifies its existence only if it achieves its goal in cultivating learned Jewish laymen. J.S.P. Students are mostly not superior students.

The problem then is one of admission. *We ought to raise our standards of admission.*

Rabbi Hartman feels that we cannot exclude average students who desire to study Judaism.

Suggestions:
1. We assume the right to place a student on probation for 1 year
2. We accept students with limited scholastic ability on basis of a five year college program.
3. Limited students be given a reduced program to be made up in a concentrated course in June.
4. We accept weak students even if it means reducing program for them and their college program.
5. Such students should be permitted to take college summer courses to make up what they miss in their reduced program.

Homework and frequency of tests: Students complain of being overburdened with work and tests. The average freshmen at J.S.P. Does his Hebrew work first and then his college work. But they complain they work harder than Yeshiva or T.I. Students.

A lively discussion took place and the following was decided:

1. Tests be scheduled not to conflict with one another.
2. Students should not get more than one test per week.
3. Instructors are asked to notify office of scheduled exams as early as possible.

Suggestion concerning grades: No instructor submit a total final grade of lower than *50%*.

Tests Missed: 1. A student submitting a doctor's note should not be charged for a test missed.

2. With any other valid reason, a fee of $3.00 be charged.

3. When no valid reason is presented, no re-exam be given.

Cheating: Some students confided in Rabbi Besdin that three was some cheating during final exams. In the future, large rooms will be used and an attempt will be made to have more than one proctor in each room.

Next Meeting: Jan. 28th at 9:30 A.M.

Respectively,

Rabbi Siev

EMPLOYER'S EXHIBIT No. 124

PART-TIME FACULTY

Teachers Institute for Women

Fall 1974

Name	Rank	No. of contact hrs. in current semester	Semesters worked within last 3 years and no. of contact hrs. in each semester	Part-time affiliations at other schools of Y.U.	List any outside institution with which individual is known to be affiliated (e.g. Rabbi at Talmud Torah)
Berger, Tamer	Instructor	4 hrs.			
Harris, Hannah	Instructor	8 hrs.	8 hrs. per semester for past 3 years		
Lieberman, Zvulun	Instructor	2 hrs.	2 hrs. per semester for past 3 years		Principal at Hillel
Lookstein, Haskel	Instructor	2 hrs.	2 hrs. per semester for past 3 years		Principal at Ramaz
Suna, Issac	Instructor	8 hrs.	12 hrs. per semester for past 3 years		
Zwick, Jehuda	Instructor	8 hrs.	8 hrs. per semester for past 3 years.		Yeshiva Tifereth Jerusalem

EMPLOYER'S EXHIBIT No. 124

PART-TIME FACULTY

Teachers Institute for Women

Fall 1974

Name	Rank	No. of contact hrs. in current semester	Semesters worked within last 3 years and no. of contact hrs. in each semester	Part-time affiliations at other schools of Y.U.	List any outside institution with which individual is known to be affiliated (e.g. Rabbi at Talmud Torah)
Berger, Tamer	Instructor	4 hrs.			
Harris, Hannah	Instructor	8 hrs.	8 hrs. per semester for past 3 years		
Lieberman, Zvulun	Instructor	2 hrs.	2 hrs. per semester for past 3 years		Principal at Hillel
Lookstein, Haskel	Instructor	2 hrs.	2 hrs. per semester for past 3 years		Principal at Ramaz
Suna, Issac	Instructor	8 hrs.	12 hrs. per semester for past 3 years		
Zwick, Jehuda	Instructor	8 hrs.	8 hrs. per semester for past 3 years.		Yeshiva Tifereth Jerusalem

EMPLOYER'S EXHIBIT No. 125

COMMITTEES OF TEACHERS INSTITUTE FOR WOMEN 1974-75

Admissions: Shkop, Suna *

Academic Standing: Shkop, Orenstein, Isseroff

Curriculum: Lieberman *, Miss Harris *, Shkop

Education: Muschel, Miss Harris *, Isseroff

Student-Faculty: Schneidman *, Shkop

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* Part-time faculty.

EMPLOYER'S EXHIBIT NO. 126

Emergency meeting—5/24/70 10:A.M.

Present:

Rabbi Faivelson, chairman

1. Dr. Kanevsky
2. Dr. Isserov
3. Dr. Sina
4. Rabbi Schneidman
5. Rabbi Shkop
6. Rabbi Rosenmond
7. Rabbi Rom
8. Mr. Friedland
9. Mrs. Kahoma-Frankel
10. Dr. Moshel
11. Rabbi Fulda
12. Mr. Avineri

Rabbi Faivelson opened the meeting with a review of the recent growth of women's seminaries. He expressed satisfaction with the phenomenon, but nevertheless felt that this has led to a drop in the number of students at our institution.

The registration this semester was 320 as compared to 440 two years ago. (See table below) He also pointed out that other institutions do not require tuition, whereas our tuition will be raised to $30 per credit in the following year.

Rabbi Faivelson has proposed to Dr. Belkin to relocate to Bklyn (to Central) and Dr. Belkin has reacted favorably to this suggestion, as has the principal of Central high school of Bklyn. Rabbi Faivelson is convinced that such a move will draw many more students from Central and other high schools in Bklyn.

	Man	Bx	Q.	Bklyn	All
Sept. 1967	105	33	66	185	389
Sept. 1968	89	25	79	145	338
Sept. 1969	73	26	81	140	320

Rabbi Shkop expressed his negative opinion of such a move, citing the following arguments;

1) the importance of not being connected to the H.S., this is important to the students.

2) the Stern college location offers many advantages, cafeteria, library. . . .

Dr. Suva agreed with Rabbi Shkop.

Rabbi Rosenmond added that Central graduates who attend our institution do not complain as to the distance, whereas, those who did not choose to study at TIW feel that TIW is a copy of Central. A move to central would serve to strengthen this feeling. Rabbi Romm also expressed dissatisfaction with the proposed move and said that we should publicize the institution, he also felt that Manhattan is a safer area than B'klyn, Mr. Friedland commented on the proposed tuition raise, saying that it would not harm the registration; he added that the registration drop is a widespread phenomenon, and that we must learn to live with it. Dr. Isserof's feeling was that we should talk about developing the institution not relocating it, by developing he meant changing the content of courses. He felt that in the event a branch will be opened in B'klyn central, care should be taken to offer courses differing from those taught in Central.

Mr. Avneri pointed out that relocation would not ease the security problem since girls will nevertheless have to travel to school from the different Bklyn neighborhoods. He felt that we must upgrade the standards and demand higher quality work from the students. Dr. Moshel sided with those who felt that relocation is not the solution & that we must upgrade the standards.

Dr. Kanevsky pointed out that our institution is unique in that it has university status. He has already suggested a 4 year program which would enable the students

to earn a B.Ed., 2 years study at our institution & 2 years at another institution. He also felt that not enough is being done to attract girls from high schools other than Central. He also proposed that classes begin at 12:40. Dr. Kanevsky does view the transportation problem as a serious one but nevertheless does not see relocation as a solution.

Rabbi Fulda proposed that we ask Dr. Belkin not to appoint a comm, to study the relocation issue. This proposal was unanimously adopted.

Rabbie Fulda commented that we cannot solve the registration problem, the simple fact being that since the number of his students remained constant, and since on the other hand, other seminaries have opened it is only natural, that a drop should have occurred. Another point was that many students attend without necessarily wishing to earn a degree. Therefore, it is proposed that;

a) to offer courses without credit and with a lower tuition rate,

b) to open new courses in areas in which the students evince an interest

c) to lower the tuition rate.

Rabbi Fulda reiterated that we cannot hope to draw more girls who are seeking a degree, we can only hope to attract non-degree students.

Dr. Kanevsky proposed that we appoint a comm. to meet with representatives of the Univ. to study TIW's problems. Rabbi Shkop proposed that we continue the practice of having a reception for the graduates. Rabbi Fulda proposed that we institute a director's reception to enable students & faculty to meet.

Resolutions;

1) To start a class at 12:40

2) To publicize our course offerings

3) To revamp the courses

4) Dr. Kanevsky also proposed to discontinue the numbering system of courses and to offer them as departmental courses, Bible, history, etc.

A comm. composed of Rabbi Fulda, Rabbi Shkop & Dr. Isserov will meet with Dr. Belkin regarding the above resolutions.

EMPLOYER'S EXHIBIT NO. 127

TEACHERS INSTITUTE FOR WOMEN
YESHIVA UNIVERSITY
253 Lexington Avenue
New York 16, N. Y.

June 29, 1970

The faculty of Teachers Institute for Women, at a specially convened meeting on June 29, 1970 has resolved as follows:

a) It is the principle of all academic institutions that decisions pertaining to institutions are taken in consultation with the faculty of that institution and not on a peremptory basis.

b) The guiding principle of relationships between faculty and administration is such that certain principles always apply with respect to employment. These include: rank, tenure, and a pre-determined scale of salary and annual increments. It is reprehensible that this principle has not been applied to Teachers Institute for Women though this is the procedure with respect to other divisions of Yeshiva University.

c) The proposal conveyed to us by Rabbi Faivelson in the name of a committee of the administration which met with him on Friday, June 26, 1970, institutes changes on a unilateral basis without prior consultation with the faculty, which is both a matter of propriety and precedent in every academic institution.

d) Even were such a decision to be made, which, in effect, would mean the total or partial dismissal of some members of the staff, it is most inappropriate, as well as inequitable, that this be done without adequate advance notice. Clearly this violates every principle of academic institutions, as well as employer-employee relationships, whether on the basis of well-known principles of Judaism, or of generally accepted academic practices.

e) We therefore unreservedly reject this proposal as both legally indefensible and professionally untenable.

This proposal clearly violates accepted academic practices both within and without Yeshiva University and is discriminatory with respect to the faculty of Teachers Institute for Women.

f) The faculty unanimously agrees that we hold the administration of Yeshiva University legally responsible should there be any infringement of the accepted rights of any and all members of the faculty of Teachers Institute for Women.

g) The faculty further resolves that henceforth all negotiations with respect to terms of employment will be conducted with a duly elected committee of Teacher's Institute for Women as is the practice in other academic institutions and other divisions of Yeshiva University.

h) The faculty of Teacher's Institute for Women has elected the following committee which is empowered to represent the faculty vis a vis the administration in accordance with their resolutions:

Rabbi M. Fulda

Rabbi M. Schnaidman

Rabbi A. Shkop

We trust and expect that we will have the courtesy of receiving an immediate response. In the absence of a response by July 10, 1970 we will assume that our resolutions are acceptable to the administration.

C.C.: Dr. S. Belkin
Dr. L. Levin
Prof M. Silverman
Dr. S. Socol
Rabbi B. Faivelson

EMPLOYER'S EXHIBIT NO. 131

CONSTITUTION
BELFER GRADUATE SCHOOL OF SCIENCE
Yeshiva University

Preamble

This Constitution is established by the Belfer Graduate School of Science to promote the conditions of academic freedom, harmony and responsibility that will most further the contribution of the School to advanced studies in the basic sciences.

ARTICLE I FUNCTION

The Faculty Council shall represent the Faculty and, in general, shall serve in an advisory capacity to the Dean of the School and the President of the University. It shall also have such administrative powers as may be conferred generally or specifically, from time to time, by the Dean and the President. On its own initiative, the Council may discuss and request from appropriate officers of the School pertinent data on, any matters which relate to the interests of the Faculty or to any phase of the welfare of the School, and make appropriate recommendations to the Dean and the President.

The Council shall uphold the freedom of each member as a citizen, a scientist, and a teacher to determine the course and conclusions of his own studies and to express his conclusions on matters that touch upon his discipline.

ARTICLE II MEMBERSHIP

The members of the Faculty Council shall consist of the President of the University, the Dean, the Associate Dean, and full-time Professors, Associate Professors, and Assistant Professors (excluding visiting and adjunct staff) of the Belfer Graduate School of Science.

ARTICLE III. ADMINISTRATION OF THE FACULTY COUNCIL

A. Officers

The officers of the Council shall consist of the Chairman, the Secretary, and the Assistant Secretary.

The Dean shall preside as Chairman *ex officio* at all meetings of the Council.

The Secretary shall prepare the minutes of the Council, and shall issue these minutes, and also the announcement of the next meeting of the Council, to each member at least one week prior to such next meeting.

In the absence of the Dean, a member designated by the Dean shall preside in his place. In the absence of the Secretary, the Assistant Secretary shall serve as his proxy.

B. The Faculty Committee

The Faculty Committee shall be the principal preconsidering, advisory, reviewing and determinative agency of the Faculty Council. Actions of the Faculty Committee shall be subject to ratification by the Faculty Council.

The Faculty Committee shall consist of the President of the University, the Dean of the School, and Faculty Committeemen selected with due regard to representation of various Departments, as specified in the current By-Laws.

ARTICLE IV. MEETINGS

The Dean shall call meetings of the Faculty Committee and of the Faculty Council, in that order, in October and in May, and at any other time that the Dean or the Faculty Committee may decide, or when requested by petition of twenty per cent of the members of the Council.

The Quorums for the Faculty Council and for the Faculty Committee shall consist of at least majorities of their respective members, each of whom shall have one vote. Affirmative votes by a majority of the members present at a meeting shall be sufficient to pass a resolution.

ARTICLE V. ELECTIONS AND APPOINTMENTS

The Dean and Associate Dean of the School shall be appointed by the President of the University after consultation with the Faculty Committee.

All members of the Faculty Council shall be eligible for elective positions, unless specifically stated otherwise.

The Secretary and Assistant Secretary of the Faculty Council shall be elected, by a majority vote of the members present at each October meeting, or at a meeting called when a vacancy occurs, from among the elected members of the Faculty Committee, and shall serve as Secretary and Assistant Secretary, respectively, of the Faculty Committee.

Nominations for an elective office may be made at the meeting of the election, except that nominations by the Faculty Committee shall be included in the announcement of that meeting.

ARTICLE VI. AMENDMENTS AND BYLAWS

Amendments to the Constitution shall be submitted to the Faculty Council by the Faculty Committee, or by petition of twenty per cent of the members of the Council, for ratification by two-thirds of the members of the Council, as prescribed in the By-Laws.

Changes in and additions to the By-Laws shall be submitted by the Faculty Committee to meetings of the Council, or proposed by motion from the floor at such meetings, for ratification by a majority of the members present and voting.

By-Laws

In Articles of the Constitution and in the By-Laws the words "Faculty" and "Department" refer to all the full-time professors, associate professors, and assistant professors appointed in the relevant group. The expression "two-thirds vote", of a body, designates an affirmative vote by two-thirds or more of the entire membership of that body, by secret ballot if any member so requests, cast at a duly announced meeting of the body, on whose agenda, distributed to the membership one to four weeks prior to the meeting, shall appear the matter being voted upon.

I. *The Faculty Committee* shall consist of

The President;

The Dean;

The Chairman or Acting Administrator of each Department;

One Representative from each Department, elected by the Department each year before the October meeting or whenever a vacancy occurs. If a Department does not have a Chairman or Acting Administrator, then it shall elect an additional Representative;

One member of each of the Chemistry, Mathematics, and Physics Departments, elected by the Faculty Council at the October meeting or whenever a vacancy occurs.

Elected members of the Faculty Committee shall take office immediately after the October meeting of the Faculty Council.

II. *Special Committees*, to assist the Faculty Committee in the performance of its duties, shall be established by the Faculty Committee as it deems necessary, with the ratification of the Faculty Council in the case of standing committees. Members of such committees are elected by a majority of the Faculty Committee. The

Dean, or a member designated by him, shall be a member of each committee.

III. *Constitutional amendments* must be submitted to members of the Faculty Council at least two weeks in advance of the meeting at which they are to be discussed. Amendments become part of the Constitution when ratified by two-thirds of the members of the Council. If, at a Council meeting, less than two-thirds of the total membership votes for ratification of an amendment, and less than one-third of the membership votes against ratification, then a mail ballot on ratification shall be conducted within one week after the meeting.

IV. Changes in the *departmental structure* of the School, including the establishment of new Departments and the merger or subdivision of existing Departments into new autonomous bodies, shall be made by the President after being proposed by a two-thirds vote of the Faculty Committee, ratified by a two-thirds vote of the Faculty Council, and approved by the Dean.

V. *New Faculty appointments*, including visiting appointments, are made by the President upon recommendation by the Dean and the Department. In addition, the Faculty Committee shall each year consider the number of new Faculty appointments desired by each Department at that time, and make its recommendations. Any situation that shall cause departures from the numbers recommended by the Faculty Committee shall require reconsideration and new recommendations by the Faculty Committee.

Each Department may establish its own procedures for the investigation and recommendation of new Faculty members, except that recommendation by the Department shall require a two-thirds vote of the Department for the proposed appointment and rank. A Department recommendation for appointment is presented to the Dean for approval, consultation with the Department Chairman regarding a proposed salary level for the appointment, and transmittal to the President.

In the absence of approval by the Dean, the Department originating the recommendation may, upon due reconsideration and by a two-thirds vote, submit the matter to the Faculty Committee for review. On the basis of this review, the Faculty Committee may, by a two-thirds vote, recommend the appointment to the Dean, and, after consultation with the Department Chairman regarding salary, the Dean shall transmit it to the President as recommended by the Faculty.

Chairmen of Departments are appointed by the President upon recommendation by the Departments, recommendation by the Faculty Committee, and approval by the Dean. Chairmen shall serve for three-year terms without prejudice to re-recommendation, unless replaced. Each Department shall establish its own procedures for the investigation and recommendation of a Chairman, except that prior close consultation with the Dean is assumed and that recommendation by the Department shall require a two-thirds vote of the entire Department. A Department should normally start considerations on a recommendation for Chairman at least one semester before the term of the incumbent Chairman expires. If a Department cannot, by a two-thirds vote, arrive at a recommendation for Chairman by the time the term of the incumbent Chairman expires, then the Department may make a recommendation for an Acting Chairman, who would serve for a one-year term, by a majority vote. A Department recommendation for Chairman or Acting Chairman is presented to the Faculty Committee for review. On the basis of this review, the Faculty Committee may, by a two-thirds vote, recommend the appointment to the Dean for approval and transmittal to the President.

A Department recommendation for the replacement of a Chairman during his term of office shall require a two-thirds vote of the Department as well as a confirming two-thirds vote of the Department at a Department meeting which must be scheduled between three and six weeks after the first such vote is cast. A Department recommendation for the replacement of a Chairman is treated in the same manner as is an ordinary recommendation.

Wurzweiler School of Social Work
Faculty Fall 1974-5

Full Time	Part Time	University
Dr. Solomon H. Green (Acting Dean)	Mrs. Ruth Brooks	
Dr. Aaron Beckerman	Mrs. Connie Gale	Dr. Howard Isaacs (AECOM)
Dr. Lewis Chartock	Mr. Mel Gottlieb	
Prof. Stephen Donshik (SC and EMC)		
Prof. Harriet Feiner	Dr. Jerry Hochbaum	Miss Susan Maizel (Y.C.)
Prof. David Goldenberg	Miss Sandra Kahn	
Prof. Sam Goldstein (Coordinator - Field Instruction)	Dr. Eli Levy (on grant)	
	Mr. Leon Luchansky	
Dr. Esther Lentschner (Dir. Admissions)	Miss Lillian Margolin	
	Mr. Morton Mintz	
Dr. Louis Levitt	Dr. Milton Nobel	
Dr. Irving Levitz (on Grant)	Mrs. Catherine Reissman	
Dr. Charles Levy	Dr. Harry Schatz	
Dr. Norman Linzer	Mrs. Shellee Berman	
Prof. Murray Raim	Mrs. Malkah Sternberg	
Dr. Joel Sacks		
Dr. Lloyd Setleis		

Full Time

Prof. Norman Tokayer

Dr. Celia Weisman

Prof. Everett Wilson

WURZWEILER SCHOOL OF SOCIAL WORK

CATALOG 1974-76

YESHIVA UNIVERSITY

WURZWEILER SCHOOL OF SOCIAL WORK

Administration

Solomon H. Green, D.S.W. — Acting Dean
Norman W. Twersky, M.S. — Assistant Registrar

Faculty

Esther Appelberg, Professor of Social Work. M.S.S.A., D.S.W., Case Western University.

Aaron H. Beckerman, Associate Professor of Social Work. B.A., New York University; M.S.W., University of Pennsylvania; D.S.W., Columbia University.

Lewis C. Chartock, Associate Professor of Social Work. B.A., State University College at New Paltz; M.S.W., Hunter College; Ph.D., Bryn Mawr College.

Stephen G. Donshik, Assistant Professor of Social Work. B.S., M.S.W., Adelphi University; Certificate in Jewish Communal Studies, Hebrew Union College—Jewish Institute of Religion.

Harriet Feiner, Assistant Professor of Social Work. B.A., Hunter College; M.S.W., Yeshiva University.

David M. Goldenberg, Assistant Professor of Social Work. B.A., M.A., Tuffs University; M.S., Columbia University.

Samuel M. Goldstein, Associate Professor of Social Work; Field Instruction Coordinator. B.A., Brooklyn College; M.S.W., Tulane University; Advanced Social Work Curriculum Certificate, University of Pennsylvania.

Solomon H. Green, Professor of Social Work. B.A., Brooklyn College; M.S.S.A., Case Western Reserve University; Advanced Social Work Curriculum Certificate, D.S.W., University of Pennsylvania.

Esther M. Lentschner, Associate Professor of Social Work; Admissions Officer. B.A., M.A., Ratcliffe College; M.S.S.A., Case Western Reserve University; D.S.W., Columbia University.

Louis Levitt, Associate Professor of Social Work. B.S.S., City College of New York; M.S., Columbia University; D.P.A., New York University.

Irving N. Levitz, Assistant Professor of Social Work. B.A., M.H.L., Ph.D., Yeshiva University; M.A., New School for Social Research.

Charles S. Levy, Professor of Social Work. B.S.S., City College of New York; M.S.W., Wayne State University; D.S.W., Columbia University.

Norman Linzer, Associate Professor of Social Work. B.A., M.S.S., Yeshiva University; M.S., Ph.D., New School for Social Research.

Murray Raim, Assistant Professor of Social Work, B.A., Brooklyn College; M.S.S.A., Case Western Reserve University.

Joel G. Sacks, Associate Professor of Social Work. B.A., Brooklyn College; M.S.W., New York University; D.S.W., Columbia University.

Lloyd Setleis, Professor of Social Work. B.A., Long Island University; M.S.W., Advanced Social Work Curriculum Certificate, D.S.W., University of Pennsylvania.

Norman Tokayer, Assistant Professor of Social Work. B.A., M.S.S., Yeshiva University.

Celia B. Weisman, Associate Professor of Social Work. B.S., M.S., Temple University; M.S.W., University of Pittsburgh; D.S.W., Columbia University.

Everett E. Wilson, Professor of Social Work. B.S., Pennsylvania State Teachers College; M.S.W., University of Pennsylvania.

PART-TIME FACULTY

Ruth Brooks, M.S.S., Columbia University.

Mel Gottlieb, M.S.W., Yeshiva University.

Connie Gale, M.S.W., Adelphi University.

Jerry Hochbaum, Ph.D., New York University.

Howard Isaacs, M.D., Albert Einstein College of Medicine, Yeshiva University.

Sandra Kahn, M.S.S., Columbia University.

Leon Luchansky, M.S.S., Columbia University.

Susan Maizel, M.A., University of Pennsylvania.

Lillian Margolin, M.S.W., Adelphi University.

Morton Mintz, B.A., Cooper Union for the Advancement of Science and Art.

Milton Noble, D.S.W., Columbia University.

Catherine Riessman, M.S.W., Yeshiva University.

Harry Schatz, Ph.D., New York University.

Yeshiva University

Yeshiva University is a private institution under Jewish auspices chartered by the State of New York; it is accredited by the Middle States Association of Colleges and Secondary Schools and by specialized professional agencies and is a member of the College Entrance Examination Board. It offers programs leading to associate's, bachelor's, master's, and doctoral degrees.

In addition to its extensive teaching programs, the University maintains a network of affiliates, issues publications, and conducts a widespread program of research, community service agencies, and a museum.

Yeshiva University traces its origins to Yeshiva Eitz Chaim, founded in 1886 on New York's Lower East Side. Ten years later the Rabbi Isaac Elchanan Theological Semminary was founded there, and in 1915 the two schools merged under the name of the latter.

Under the dynamic leadership of Dr. Bernard Revel, who served as president from 1915 until his death in 1940, the institution embarked on a plan of educational development and growth. In 1929 the institution moved to its present Main Center in Manhattan's Washington Heights. Liberal arts programs began with the establishment of Yeshiva College in 1928, and the first graduate curriculum was introduced in 1935.

The election of Dr. Samuel Belkin as president in 1943 inaugurated a new era of expansion. University status was granted two years later by the New York State Board of Regents. The institution initiated programs of professional education, research, and special projects to advance the well-being of many constituencies. In 1954 a college of liberal arts and sciences for women was founded and, in more recent years, graduate schools of science, medicine, social work, and humanities and social sciences. A charter amendment granted by the State in 1974 enabled the University to proceed with plans to establish the Benjamin N. Cardozo School of Law.

The University's five undergraduate schools and seven graduate schools are located in Manhattan (Main Center,

Washington Heights; Midtown Center, 245 Lexington Avenue; Brookdale Center, 55 Fifth Avenue) and the Bronx (Eastchester Road and Morris Park Avenue). The Main, Midtown, and Bronx Centers have dormitory and dining facilities. Each school is so conducted as to assure friendly, informal, and educationally sound relationships between students and faculty. All units thus retain the character and virtues of small institutions.

The Mendel Gottesman Library at the Main Center is a $5,000,000, six-story, block-long central university library with a capacity of 500,000 volumes. Components include the Pollack Undergraduate Library, Mendel Gottesman Library of Hebraica-Judaica, Archives, and Rare Book and Manuscript Room. The Midtown Center Library strengthens undergraduate academic programs there. In addition there are three libraries which serve the special needs of the graduate schools: Better Graduate School of Science Library, Graduate Center Library, and D. Samuel Gottesman Library of Albert Einstein College of Medicine.

Its present programs and plans for the future reflect Yeshiva University's ever-growing concern with America's most pressing needs. For more than eight decades the University has taken a position of leadership in higher education, serving the community and the nation as a whole.

Wurweiler School of Social Work

Wurzweiler School of Social Work, established in 1957, represented the culmination of efforts which persisted over half a century to establish Jewish-sponsored social work education. It is the first graduate social work educational program under Jewish auspices in a university setting. The School is accredited by the Council on Social Work Education.

The moral, ethical, and spiritual foundations of social work are of special interest to the School. Particular emphasis is placed on the infinite worth of each individual and the obligations of social justice as the base for social work values—principles basic to Judaism.

The student of culture in relation to social work generally, and the study of Jewish cultural forces affecting social welfare within the Jewish community specifically, are integral parts of the School's program.

Relationships are maintained with the general field of social welfare—locally, nationally, and internationally—as well as with Jewish communal services both at home and abroad.

The School prepares both men and women for service in the Jewish and general community. A two-year graduate program of full-time study is offered, leading to the Master of Social Work degree. Students who already hold a master's degree may pursue a program beyond the M.S.W., leading to the Doctor of Social Welfare degree.

The objective of the Master's degree program is to educate students so that they may become competent social workers with the necessary knowledge, attitudes, and skills for beginning practice in a variety of settings. It aims to prepare well-qualified persons who will have a deep sense of social responsibility and a foundation, both in motivation and understanding, from which they can continue to pursue new knowledge and so render more effective social service. Graduates are expected to combine a high quality of skill in the social work processes with deep concern for social policies.

The objective of the Doctoral degree program is to further the education of selected social workers for creative and scholarly leadership in social work practice, education, social policy, planning, and research, particularly in Jewish communal service.

LIBRARY

Students may utilize the resources of the Graduate Center Library. The social work section includes the library of the Training Bureau for Jewish Communal Service, terminated in 1951. Special collections are the William Posner Collection on the Care of the Aging; William Steinberg Collection on Community Organization, which honors the memory of an alumnus; and Martha Selig

Collection of Judaica of interest to social workers, based on a fund contributed by her friends in honor of her distinguished career in Jewish communal service. In addition, study and research materials are available at five other Yeshiva University libraries.

ALUMNI ASSOCIATION OF WURZWEILER SCHOOL OF SOCIAL WORK

The Alumni Association of Wurzweiler School of Social Work enables graduates to maintain close relationships with fellow students and faculty members and to aid in the development of the School. Through meetings and various other events, members share mutual professional interests and knowledge. *The Jewish Social Work Forum*, a journal published by the Association, provides professional articles of concern to persons engaged in this field.

The operations of the Alumni Association of Wurzweiler School of Social Work and all other University alumni groups are coordinated by the Alumni Office, Yeshiva University, 500 West 18th Street, New York, N.Y. 10033.

SOCIAL WORK AS A PROFESSION

The profession of social work offers a promising career to men and women who are interested in human service. The development of social welfare services in recent years has created a demand for qualified personnel. The improved status of social work as a profession has raised salary standards to the highest point in the history of social work. Openings exist in government and voluntary agencies, with positions available in the Jewish field in this country and abroad, where there is an increasing demand for professionally prepared personnel with knowledge of Jewish communal institutions and values.

Social workers, engaged in the exacting task of serving their fellow men, require both knowledge and skill. Much of this knowledge comes increasingly from the human sciences which undergrid the various human service professions. The Master's degree program provides the requisite knowledge and develops the essential skills for

beginning practice. Contemporary social and professional problems confronting social work in particular and society in general require—at the Doctoral level—scholarly practitioners and leaders to work for constructive solutions.

The profession of social work answers with a ringing affirmative the Bibical question, "Am I my brother's keepers?" The social worker's daily activities not only test his capacity and commitment, but provide a vital demonstration of his deep belief that all men are brothers and that he is dedicated to their service.

CURRICULUMS

Master of Social Work

The Master of Social Work degree program is organized in accordance with the curriculum policy of the Council on Social Work Education. Areas of concentration are offered in social group work, social casework, and community social work. Courses are grouped under the following headings: Social Work Practice, Social Services, Man-in-Society. The School has enriched the basic curriculum by including content designed to provide the student with knowledge and understanding of the purpose and ethos of Jewish social services.

Social Work Practice

The student gains a knowledge of social work practice through a planned sequence of courses designed to stimulate a scientific attitude of mind and a disciplined approach to social problems and human relationships. Class and field instruction are integrated and provide continuity in learning and progression from the simple to the more complex. Such progression has its best beginning in person-to-person, person-to-group, and person-to-community practice in which the interplay of social influences and psychological forces may be observed with greatest clarity. In this practice the student learns to utilize professional methods and to apply his increasing knowledge in the most effective manner.

In addition to the concentration which the student selects in social casework, social group work, or community social work, opportunities are provided for developing familiarity with the other methods in social work practice. The School emphasizes research as part of professional education and social work practice.

Class and field instructors share responsibility for assisting the student to develop proficiency in using professional skill and knowledge about individual and group behavior and social organization.

Social Services

A deep understanding of the social services is acquired through study of current social-welfare programs under public and voluntary auspices, together with their historical development and progress toward meeting the needs of the people. This area includes: study of the social services as they are affected by social, legal, political, and economic influences; evaluation of the social services in relation to the social and individual needs which they are designed to meet; analysis of the contributions of social work leaders; and an appraisal of the role of the social work profession in the formulation and execution of progressive social policy. Attention is given to the range, variety, and interrelationships of social welfare programs and their actual implementation in the light of accepted standards. To prepare the student for professional practice in the Jewish community, the philosophy, structure, and programs of Jewish communal institutions are studied.

Man-in-Society

The study of human behavior provides an indispensable base for all social work activity. Opportunities are afforded for the student to develop insight into his own feelings and behavior in order to foster self-understanding for professional use of self. Physical, mental, and emotional growth are considered in the light of social, cultural, and spiritual influences upon the development and functioning of the individual. This requires study of

the individual from the primary patterning of early family relationships through the subsequent periods of life. Study of the interaction between the individual and his environment accompanies consideration of each stage of development. Attention is also given to deviations from the normal as manifested in social and emotional difficulties, and in physical or mental disability. Basic knowledge and understanding are acquired concerning group behavior and group relationships as they affect or are affected by the personalities, needs, and interests of the group members. Stress is placed on understanding personality-in-culture, with particular attention to the Jew in American society as a special instance of man-in-society.

AREAS OF CONCENTRATION

The student's choice of an area of concentration—social group work, social casework, or community social work—determines the nature of the field placement and the sequence of practice courses. All students follow the same program of study in Social Services and Man-in-Society regardless of their area of concentration.

STUDENT ADVISING

To help carry forward the individualized nature of the School's program, each student is assigned a faculty adviser who works closely with him in all aspects of his relationship to the School. Faculty advisers hold periodic conferences with students and field instructors, and are readily available for consultation.

FIELD INSTRUCTION

Social work is a "doing" profession. Therefore students learn through supervised field practice in social agencies. The field instruction requirement for the Master's degree includes a minimum of 1,260 hours of field instruction concurrent with classroom courses. Ordinarily each student has a placement of at least 630 hours (three days, or 21 hours, per week) during each academic year. This

affords the opportunity for practical educational experience in two different agencies.

The social welfare resources of the metropolitan area offer a wide variety of field placement opportunities in excellent agencies under well-qualified supervisors. Students are placed on an individual basis and close liaison is maintained between the student's faculty adviser and his field instructor.

Doctor of Social Welfare

The Doctor of Social Welfare degree program is designed to further the education of selected social workers for creative and scholarly leadership in social work practice, education, social policy, planning, and research, particularly in Jewish communal service.

Candidates integrate practice experience with concepts drawn from the knowledge base of social work and related disciplines. Content and direction of elective and required seminars are developed by students and faculty to satisfy individual interests and requirements.

Contemporary social and professional issues confronting social work, with special significance for Jewish communal service, provide a focus for the understanding of social work philosophy, knowledge, and values. Through independent and creative scholarship, candidates examine, clarify, and evaluate the appropriateness of social work practice as an institutionally based professional activity within the structure of American society and Jewish communal life.

Field study, required in the Residence Year, offers the opportunity to test social work methods and programs in selected social agencies, schools of social work, and community colleges through systematic innovation and experimentation.

A limited number of candidates will be admitted to the program on a part-time basis.

Special Programs

In cooperation with the Federation of Jewish Philanthropies of New York, the School introduced in 1972 a community social work concentration. This two-year program leading to the Master of Social Work degree is parallel to the existing social casework and social group work concentrations. In addition to financing the School's William E. Wiener Chair in Jewish Communal Organization, the Federation is making its lay and professional leadership and network of services available for field instruction and educational enrichment opportunities. A limited number of fellowships are available.

The Social Work in Community Mental Health Program, through a grant of the Public Health Service (U.S. Department of Health, Education, and Welfare) enables the School to a) enrich its educational program through content in the area of community mental health practice; b) encourage development of and experimentation with new forms of comprehensive mental health services to areas with high-density poor, and with minority groups, oriented toward preventive and crisis treatment; and c) increase the number of M.S.W. social workers competent to work effectively and skillfully in community mental health settings. The grant recognizes the special Jewish purpose of the Wurzweiler School: to educate professionals to work with unique Jewish ethnic and religious problems as they affect mental health, and to assure that ethnic and religious affirmation has constructive social and psychological consequences for the individual and his community.

Through a National Institute of Mental Health training grant, the Special Learning Opportunities Program enables candidates for the Doctor of Social Welfare degree to study a wide range of current concerns and developments in community mental health and mental health research and consultation—thus enriching the degree programs at the School. Particular attention is given to community mental health program developments, with reference to the changing patterns of Jewish communal life and the role of ethnic minority groups, women, and

other indigenous leaders engaged in mental health services.

The Social Group Work Training Project is conducted in collaboration with the East Flatbush-Rugby Young Men's and Young Women's Hebrew Association. The project is designed to explore the relationship between a social agency and a school of social work in the social work educational process. It aims to improve this relationship to enhance the quality of the education offered at the Wurzweiler School.

Begun in 1971 as an experiment and cosponsored by the Jewish Agency and American Zionist Youth Foundation, the Joint Social Work Program in Israel is moving toward permanent status. Plans are underway for an annual program to provide qualified and committed young social workers for Jewish social agencies in Israel and the United States. To facilitate individualized experience, as well as optimum educational quality control and cost effectiveness, 15-20 students will be enrolled. The year-round program coordinator is to be an Israeli social work educator. Working relationships have been established with key Israeli social work institutions, in education as well as in practice. Eligibility requirements include one year of a Master of Social Work program, knowledge of the Hebrew language, and references confirming abilities and Jewish interests.

Aided by a grant from the Atran Foundation, the School invites outstanding leaders in social welfare to give lectures from time to time.

Having helped to initiate social work education programs at the University of Zambia in Africa and Bar-Ilan University in Israel, the School has a special interest in social work and social work education in Israel, Africa, and other parts of the world.

Degree Requirements

Master of Social Work

Requirements for the degree of Master of Social Work include:

1. Minimum of 21 lecture courses.
2. Four courses of field instruction, totaling a minimum of 1,260 hours.
3. A substantial written document, required at the end of the second year as a culminating, integrative work reflecting the student's experience in class and field.

Courses meet at least 110 minutes a week for a semester of 15 weeks (including examinations) or the equivalent time. The normal program in a semester is five courses plus field instruction (at least 21 hours a week). For transfer and other relevant purposes, each course may be considered as carrying 2 credits and field instruction 6 credits each semester.

All requirements must be completed within five years after admission.

Doctor of Social Welfare

Requirements for the degree of Doctor of Social Welfare include:

1. Minimum of 18 lecture courses at the School, plus 2 electives from schools or programs outside the Wurzweiler School, chosen with the adviser's approval. These electives are derived from or related to the student's scholarly interests as reflected in the dissertation; the student must apply for them on Form P9, available in the Office of the Registrar.

   The first year of studies must be spent in full-time residence. During this period, two days each week are devoted to academic study and a minimum of two days each week is spent in field study.
2. Two courses of field study.

3. Oral and written comprehensive examinations, focusing on the plan of study that is required at the conclusion of the Residence Year.
4. Preparation and defense of a satisfactory dissertation (in the form of course SW 390.1, 390.2).

Regulations

Grades

The work of each student is graded on the following basis:

P Passed

F Failed

G Dropped by student (equiavelent to failure)

Inc Incomplete

M Missing (no grade reported)

V Visitor (registered for course; no qualitative grade assigned)

W Withdrew without penalty

Y Year course; June grade applies to both semesters

Withdrawal from courses requires the permission of the Office of the Dean. Unless this permission is obtained, the student will receive a G in those courses from which he has absented himself. Except under unusual circumstances, withdrawal from a course is not permitted after the first month of sessions.

Students graded Inc must complete the required work within two weeks of the close of the semester, unless permission for an extension is granted by the instructor and approved by the Office of the Dean.

Dissertation courses are graded as follows:

S Satisfactory progress; credit granted when dissertation is accepted

P Passed; dissertation accepted

R Repeat; student must retake course

Leaves of Absence

Students who are unable to return to the School because of government service, illness, personal or certain academic reasons, or who wish to study at other institutions, must request a formal leave of absence on Form M13 if they expect to return at some future time. Students who discontinue their studies without such written approval may be denied readmission.

Three types of leaves are available:

1. *Leave with maintenance of status*—for students who are not registered for courses but are preparing for examinations or working on dissertations.
2. *Leave with maintenance of registration*—for students who are not registered for courses and are not preparing for examinations or working on dissertations.
3. *Government service leave of absence*—for students entering full-time service in the armed forces or in ACTION (Peace Corps and VISTA). No charge is made for such a leave during the period of actual service.

Sympathetic consideration will be given to a request by a student returning from an official leave who wishes to continue his course of study under the requirements in force at the time he was granted the leave.

Except for the purpose of government service, leaves will normally be granted for a maximum of two semesters.

Students must file for leaves of absences by the end of the late registration period of the semester for which the leave is desired. A student who neither registers nor secures an official leave of absence for any semester will be considered as having withdrawn from the School. Such a student who wishes to resume his studies will be required to apply for readmission.

The schedule of fees appears on page 25.

Records and Transcripts

A transcript is not issued for a student without his written request, except to another school or to a government agency. In these cases, transcripts are issued upon the request of the school or agency. A transcript is not sent to an employer or prospective employer without the student's permission.

Records of students are sent only in the form of a transcript. No partial records are sent, or ones listing only courses without grades.

A transcript will not be issued for a student who has an overdue debt to the University or has failed to return all books to the Libraries.

A student who wishes to change either his first or last name on School records must file Form M25 in the Office of the Registrar.

Students who believe that there is an error in their academic record (e.g., in a grade, average, credit value, or course description) must promptly call this to the attention of the Office of the Registrar. Even if there has been a mistake on the part of the University, no request for a correction will be entertained unless the student notifies the Office of the Registrar within three months.

Diplomas

Duplicate of revised diplomas can be secured under certain circumstances determined by the standards accepted by American universities. Full information is given on Form G15, available in the Office of the Registrar.

Change of Address

Students who change their home or local residences are required to notify the Office of the Registrar of the change of address within 10 days on Form M29. A student is responsible for all mail sent to his old address is he has not so notified the University.

Graduation

Commencement exercises are held each June at the close of the academic year. Diplomas are issued thereafter. However, degrees may be awarded at the close of the summer, fall, and spring terms. A student applies for a degree by filing a Graduation Kit during the registration period of the term during which he expects to complete all requirements for the degree. Final dates for filing are listed in the Academic Calendar.

Should the degree not be awarded during that term, a Graduation Kit must be refiled *every term* until the degree is awarded. Graduation fees paid initially remain valid for an additional three consecutive terms and need not be paid again unless more than two years elapse between payment and award of degree.

Student Responsibility

It is the responsibility of each student to ensure that he has observed all regulations, paid all fees, and met all course requirements, including prerequisites whenever such are required. The degree candidate should note that completion of the specified number of credits does not in itself satisfy degree requirements.

Academic Discipline

The admission of a student, his continuance upon the rolls of the School, the receipt by him of academic credits, his graduation, and the conferring of any degree, diploma, or certificate upon him is entirely subject to the disciplinary powers of the School and to the student's maintaining high standards of ethical and scholarly conduct. The School is free to dismiss him at any time for infringement of these standards.

Messages

The School cannot transmit personal telephone messages to students except in dire emergency. Students should instruct their friends and family not to telephone them at the School.

Injuries

All injuries and accidents to students while engaged in classroom work will be reported by the faculty member in charge of the course. Students are required to report immediately to the Office of the Dean any other injury suffered on University premises.

Posters and Notices

All posters and notices must be countersigned by the appropriate administrative officer of the School before they are displayed. Students should regularly examine School bulletin boards for official notices.

Use of the University's Name

No student or student organization may use the name of the University or of the Wurzweiler School in print for any purpose, including identification, without written permission from the Office of the Dean.

Admission Procedure for Regular Students

There is only one category of students accepted into the degree programs at Wurzweiler School of Social Work—Regular students. These are students who have met the admission requirements and have been accepted as candidates for the degree of Master of Social Work or Doctor of Social Welfare.

Under the admission policy of the University there is no discrimination in regard to sex, religion, age, race, color, or national origin.

REQUIREMENTS

Master of Social Work

1. A bachelor's degree or its equivalent from an accredited college or university.
2. Capability of performing graduate work, as indicated by satisfactory grades in undergraduate courses.
3. Personally suitable for the social work profession.

4. Good health, as indicated by a physician's certificate based on a complete physical examination.

Doctor of Social Welfare

1. A master's degree in social work from an accredited college or university. Applicants without this degree may be considered for admission but may be required to complete specified work at the master's level before admission to doctoral candidacy.
2. Intellectual competence, evidenced by superior performance in previous academic work.
3. At least three years of successful professional social work experience.
4. Personality attributes suitable for creative and scholarly leadership.
5. Good health, as indicated by a physician's certificate based on a complete physical examination.

ADMISSION PROCEDURE

1. Candidates considering applying for admission may wish to talk with the faculty of the School. Admission forms can be secured during the course of these inquiries or in response to written, personal, or telephone requests.
2. The application for admission, with the required fee, is to be sent to the Admissions Officer of the School. Two official copies of transcripts from each graduate and undergraduate school attended are to be sent directly to the Admissions Officer.
3. Students are admitted only for the Fall Semester. Applications should be filed before February 1 of the year in which the candidate wishes to enroll. (A limited number of selected candidates may receive early notification of the decision on their application; qualified candidates applying after February 1 may be given consideration as late applicants.)

4. All applications are given full consideration and are carefully reviewed after necessary documents and transcripts have been received. The School makes an effort to interview applicants. For candidates whose residence does not readily permit an interview in New York, arrangements can be made for interviews elsewhere.
5. Candidates for the Master's degree are not admitted with conditions.
6. Notifications of acceptance include the requirement that a deposit of $50 be paid on receipt of the notification. This deposit is applied to the Fall Semester tuition and not refundable. Failure to pay the deposit within two weeks of notification is deemed to constitute a withdrawal.

Since School facilities are limited and the program requires small classes and individual attention to students, the number of candidates that can be admitted is less than the number of those qualified. The Admissions Committee carefully evaluates each candidate, taking into account the application material, academic record, references, and impressions of the admissions interviewer. Decisions of the Admissions Committee are final.

ADVANCED STANDING

Students wishing to transfer or enter with advanced standing are required to meet the criteria for admission and to follow the degree requirements set by Wurzweiler School of Social Work.

Transfer credit can ordinarily be granted only for work done at another accredited school of social work within five years of the date credit is requested.

All evaluations of work done elsewhere are tentative and subject to re-evaluation on the basis of the student's work at Yeshiva University. Credit is not automatically granted; both the Wurzweiler School and the Office of the

Registrar must aprove is appropriateness to the degree sought at the Wurzweiler School. Transfer credits may be revoked, either in whole or in part, if subsequent work, either generally or in a particular subject, is not satisfactory.

Every request for advanced standing will receive full consideration to determine what may be credited toward the degree awarded by this School, based upon evidence of the student's previous academic standing and achievement.

The School's program is in keeping with its particular objective of preparing social workers for Jewish communal service. Accordingly it is unlikely that a transfer student who has completed the first year at another school of social work can meet all the master's degree requirements in one academic year.

EXTENDED PROGRAM

A special program is available for a limited number of Master's degree candidates who cannot meet all requirements in two years of full-time study. This program is individually designed to meet the needs of married women with children but is not limited to persons in that category.

Extended Program students have a maximum of five years in which to complete the degree requirements. A limited number of selected courses may be taken on a part-time basis. Some courses must be taken concurrently with field instruction.

There is no diminution in the degree requirements or expected standards of performance for Extended Program students.

Student Finances

TUITION AND FEES

Tuition for full-time Master's degree candidates is $1,150 per semester.

Tuition for full-time Doctoral degree candidates is $1,350 per semester.

Tuition for each semester course is $150 per semester.

Tuition for Extended Program students will be computed on a per-course basis, with field instruction considered as equivalent to three semester-courses ($450 per semester).

The application for admission fee is not refundable and is not credited on any subsequent bill.

Application for Admission (Master's and Doctoral Programs)	$25.00
University Registration Fee, per semester	25.00
Student Activities Fee, per year	10.00
Dissertation Fee, D.S.W. (payable on notification of candidacy)	350.00
Graduation Fee, M.S.W., D.S.W.	25.00
Transcripts of Record, each, regular service	2.00
special service	5.00
Late Registration or Change of Program Fee	10.00
Maintenance of Registration	
Per semester	20.00
Per year	35.00
Maintenance of Status (D.S.W.), per semester	90.00

University regulations require the payment in full of all tuition and fees in order to complete registration. Make checks or money orders payable to Yeshiva University. All payments must be made directly to the Office of Student Finances; no one else is authorized by the University to accept payments. All outstanding accounts for previous academic work in any division of the University must be cleared before registration for additional credits can be approved. Students will therefore not be permitted to register until all outstanding balances have been paid.

WITHDRAWAL

Students who withdraw within the first month of sessions are eligible for a refund of 75% of the tuition paid. Registration and other fees are not refundable. Students who withdraw after this date are not eligible for a refund and are responsible for the full tuition for the entire semester.

To receive a refund the student must submit a written request to the Office of Student Finances and surrender the Student Identification Card.

FINANCIAL AID

The School makes every effort to help students who require financial assistance. Since the program of study in social work is a heavy one, part-time employment is inadvisable. University loans, covering all or part of tuition, may be granted to a limited number of students. Some agencies which offer field instruction opportunities provide agency stipends to students. Scholarships and loan funds, administered by national and state agencies, may be available.

Since eligibility requirements vary considerably, candidates are urged to discuss their personal circumstances with the School's Admissions Officer. They may also consult with the Office of Student Finances.

Students should be aware of employment commitments and other conditions under which study grants are made, and consider their professional interests as well as their circumstances and needs.

The School selects the recipients of mental health and child welfare traineeships. In addition, some agencies request that the School designate the candidates to be recommended for scholarships. Students are therefore asked to aply to the School for these scholarships rather than to the granting agency, although the final selection is generally made by the agency.

The family of the late Naomi Anolic, a 1969 graduate of the School, has established a tuition scholarship of $500 in her memory. Colleagues of Leah Chinitz, a 1968 graduate, have established a Loan Fund in her memory.

Students preparing for Jewish communal service may direct inquiries about student aid to the National Jewish Welfare Board, 15 East 26th Street, New York, N.Y. 10010; Council of Jewish Federations and Welfare Funds, 315 Park Avenue South, New York, N.Y. 10010; and

Federation of Jewish Philanthropies of New York, 130 East 59th Street, New York, N.Y. 10022.

Two useful publications are: "Social Work Fellowships and Scholarships in the United States and Canada," available from the Council on Social Work Education, 345 East 46th Street, New York, N.Y. 10017; and "Grants to Students in Graduate Schools of Social Work," available from the Family Service Association of America, 44 East 23rd Street, New York, N.Y. 10010.

National Direct Student Loan Program

The National Direct Student Loan Program was authorized by the National Defense Education Act of 1958 Title II, and amended by the Higher Education Act of 1965. The principal aim of this law is "to insure trained manpower of sufficient quality and quantity to meet the national defense needs of the United States." It provides for the establishment of loan funds from which needy undergraduate and graduate students may borrow on reasonable terms for the purpose of completing their higher education.

New York State Scholar Incentive Award Program

New York State residents attending the School on a *full-time* basis are eligible for Scholar Incentive Awards if they maintain satisfactory academic standing. A full-time student is defined as a student who is registered for a minimum of 12 credits per semester or their equivalent. The stipend varies, depending on family income and tuition, from $100 to $300 per semester. However, the award cannot exceed the amount by which tuition for the semester (not including fees) exceeds $100. Holders of Regents Scholarships or Fellowships may also receive a Scholar Incentive Award, but it cannot be more than the amount by which tuition for the semester exceeds the scholarship or fellowship.

Applications should be filed with the State before July 1 for each academic year but will be accepted up to December 1. Applications for only the Spring Semester

have an April 1 deadline. *Annual* application is required. For further information and application contact the Regents Examination and Scholarship Center, State Education Department, 99 Washington Avenue, Albany, N.Y. 12210.

State-Guaranteed Loans

NEW YORK STATE HIGHER EDUCATION ASSISTANCE CORPORATION

The Higher Education Assistance Corporation was established by New York State to assist qualified students to meet financial need during their years of undergraduate or graduate study. The program makes possible low cost commercial bank loans with very liberal repayment terms similar to those of the National Direct Student Loan Program, New York State residents attending the School are eligible for those loans. For applications and further information write to the New York Higher Education Assistance Corporation, 50 Wolf Road, Albany, N.Y. 12205.

NEW JERSEY HIGHER EDUCATION ASSISTANCE AUTHORITY

A loan program somewhat similar to that of New York State is available to residents of the State of New Jersey. For information and applications, residents of New Jersey should contact the Scholarship and Loan Program, State of New Jersey, Department of Education, 175 West State Street, Trenton, N.J. 08625.

Students interested in state-guaranteed loans in other states should contact their state education department.

Wurzweiler School of Social Work - Part Time Faculty

Fall 1974

Name	Rank	No. of credit hrs. in current semester	Semesters worked within last 3 yrs. & no. of credit hrs. for each semester	List P.T. affiliations at other schools of Y.U.	List any outside institution with which individual is known to be affiliated
Lillian Margolin	No Title	1-2 hr course + 12 stud adv	Fall 73) 1-2 hr course Sp 74) + students	-	-
Leon Luchansky	"	Coord. of 1-2 hr course	Fall 73) 1-2 hr course Sp 74) 1-2 hr course)Mentor to students	-	Nursing homes Social work
Shellee Berman	"	1-2 hr course	0	Stern College	-
Malkah Sternberg	"	1-2 hr course	0	-	Hunter College
Milton Noble	"	1-2 hr course	0	-	Social Service Elmhurst Hosp.
Ruth Brooks	"	2-2 hr courses	0	-	N.Y. State Commission to Evaluate Drug Laws
Katherine Reissman	"	1-2 hr course	Fall 73 - 1-2 hr course	-	-
Sandra Kahn	"	1-2 hr course	0	-	Social Worker Midtown YMHA
[illegible]y Schatz	"	1-2 hr course	Fall 72 - 1-2 hr course Fall 73 - 1-2 hr course	-	Jewish Welfare Board
Howard Isaacs	"	1-2 hr course	0	AECOM	-
Mel Gottlieb	"	2-1 hr courses	0	-	Hillel Dir. M.I.T. Cambridge
Jerome Hochbaum	"	1-2 hr course	0	-	Memorial Fdn for Jewish Culture

Name	Rank	No. of credit hrs. in current semester	Semesters worked within last 3 yrs. & no. of credit hrs. for each semester	List P.T. affiliations at other schools of Y.U.	List any outside institution with which individual is known to be affiliated
Morton Mintz	No Title	1-2 hr course	Fall 71) Fall 72) 1-2 hr course Fall 73)	-	Baruch College
~~Susan Maizel~~	"	~~1-2 hr course~~	~~Fall 73) 1-2 hr course~~ ~~Sp 73 -) each sem.~~	~~-~~	~~-~~
Connie Gale	"	1-2 hr course	Fall 73 - 1-2 hr course	-	Social Worker Hillside Hosp.

EMPLOYER'S EXHIBIT No. 138

WURZWEILER SCHOOL OF SOCIAL WORK YESHIVA UNIVERSITY

GUIDELINES FOR THE CREATION AND WORK OF THE COMMITTEE ON ACADEMIC APPOINTMENTS

Submitted by Faculty Personnel Committee

(Revised By Faculty, May 30, 1974
See Minutes of Faculty Meeting)

Introduction

Members of the faculty bear a special responsibility in the process which leads to the selection of individuals who are to be invited to join its membership. As scholars and as experts in the profession, the faculty shares responsibility with the Dean, whose selection has been the product of a similar cooperative effort, and with the President and Board of Trustees of the University. This statement is based on a mutual concern for the excellence of the School and of the University.

Arising from the same consideration, members of the faculty bear a special responsibility for the maintenance of the quality and effectiveness of total faculty performance. The faculty must be equally concerned with the elimination of incompetence and with the rewarding and protecting of the competent. It is for these reasons that the following proposals are made.

1. *Establishment of the Committee on Academic Appointments*

There shall be a Committee on Academic Appointments, responsible to the faculty, which shall make recommendations to faculty with respect to the formulation of policies and procedures concerning appointments, dismissals, re-appointment including tenure, and promotion. With the adoption by faculty of policies and procedures governing these matters, the Committee shall implement these

decisions in accordance with the guidelines indicated below.

2. Election of the Committee on Academic Appointments

The Committee on Academic Appointments shall be elected by faculty. The membership of the Committee shall consist of three members selected from tenured faculty and three members selected from non-tenured faculty, for a total of six. The Committee shall select its own chairman. Each member shall serve a term of three years, except for members elected at the initiation of the Committee's work. Since it is the intent of the faculty that the Committee's membership be rotated, the first group of members shall serve as follows: two for three years, two for two years, and two for one year. The first group of Committee members shall serve during the entire academic year 1974-75. Starting in the academic year 1975-76, the Committee's membership shall change through the election of two members to take the place of those who have been elected for the initial one-year term. The election of new members shall take place during the first month of the academic year. The Dean and Assistant Dean shall not be eligible to serve on the Committee on Academic Appointments.

3. Review of the Committee's Work

A faculty meeting shall be held at least every two years to review the work of the Committee on Academic Appointments with respect to its structure, rules and procedures. The Committee shall take leadership responsibilities in preparing for this meeting and presenting relevant issues to the faculty.

4. Procedures for New Appointments

The Committee on Academic Appointments, in consultation with the Dean, shall designate faculty members to serve as members of an ad hoc committee for the purpose of interviewing and screening candidates and making recommendations with respect to candidates for a particular faculty position. The ad hoc committee shall convey its recommendations in writing to the committee on academic appointments.

Criteria for the appointment of new faculty members shall consist of evaluating the candidate's educational background, previous educational and professional experience, as well as the candidate's potential for meeting the established criteria for faculty effectiveness.

The Committee on Academic Appointments shall make its recommendation in writing to the faculty. See article #10 for further applicable procedures.

New faculty appointment shall not be made at a rank below that of Assistant Professor.

The work of a new faculty member shall be evaluated by the Dean at these intervals:

—Prior to the end of the first academic year

—Prior to the end of three academic years

—Prior to the end of five academic years

Following this time, the procedures for re-appointment to the eighth year, i.e., tenure, shall prevail.

5. Evaluation

The Dean's evaluation of the faculty member shall be based on the same criteria which have been developed for consideration of reappointment for the purpose of granting tenure in Article 8. The Dean's evaluation shall be conveyed to the faculty member in writing and shall be made available to the Committee on Academic Appointments.

Where there is substantive difference with regard to the content of an evaluation, the faculty member may appeal the Dean's evaluation to the Committee on Academic Appointments. The views of the Committee shall be conveyed to the faculty member in writing.

Where the Dean recommends that the appointment of the faculty member be terminated, the period of notice shall

conform to the standards set forth in the University's currently operative tenure statement.

Where the faculty member wishes to appeal the decision of the Dean on termination of the appointment, the following steps shall prevail:

A. The Committee on Academic Appointments shall hear the appeal.

B. The full faculty shall hear a report from the Committee as to its recommendations. The Committee report shall contain a copy of the Dean's recommendations.

C. The University's appeal bodies shall be furnished with a copy of the faculty and the Committee's report and recommendations.

The Dean's decision shall stand unless overruled by the University's review procedures, or altered by the Dean as a result of the review process.

Faculty members appointed on a grant line who wish to become permanent members of the faculty shall be subject to the same procedures for evaluation and for dismissal prior to the end of the planned appointment.

6. Procedures for Reappointment for the Purpose of Tenure

Tenure shall be granted when reappointment to the eighth year is made. Such reappointment shall be based on previous evaluation procedures. Criteria for evaluation are outlined in Article 8.

For faculty members with full-time instructional assignments at the Wurzweiler School of Social Work, time accrued in fulfilling such assignments on a full-time basis, whether financed initially by grant or University funds, shall be equally credited in considering eligibility for tenure. Full-time instructional experience at other comparable institutions of higher learning shall be credited in considering eligibility for tenure in the same manner.

Reappointment Procedures

1. The Committee on Academic Appointments shall request the Dean to inform them of the names of nontenured faculty on University lines prior to the completion of their fifth year of service.

2. During the sixth year of service, the Committee on Academic Appointments shall consider the faculty member's eligibility for reappointment for purposes of tenure and shall report to the faculty no later than the beginning of the second semester. The faculty shall review the Committee's recommendations prior to the Passover recess and shall make its recommendations to the Dean prior to the Passover recess.

3. The faculty member being considered for reappointment for purposes of tenure shall be present during faculty discussion *unless* the faculty member or the faculty decide otherwise. The faculty member shall have the opportunity to respond to a summary of the discussion prior to a faculty vote on the Committee's report.

4. Faculty decisions to accept, modify or reject the Committee on Academic Appointments' report shall be made by secret ballot by majority vote of all full-time faculty members. The Committee's report, and the subsequent faculty recommendations, shall be submitted in writing to the Dean and to the faculty member being considered for tenure.

5. The faculty's recommendation shall be conveyed by the Dean in his recommendation to the President. A copy of the Dean's communication to the President shall be furnished to the Committee and the faculty member being considered for tenure.

6. The Dean and the Assistant Dean shall participate in the faculty deliberation and decision making in the usual manner.

7. The Dean shall make his own determination subsequent to the faculty decision on the Committee's report. Where the Dean's decision is substantively different from the recommendations of the faculty, the Dean shall advise the faculty.

7. Consultation by the Committee on Academic Appointments

A. The recommendations of the Committee on Academic Appointments shall be based on consultation with the Dean and/or Assistant Dean, and the faculty member whose tenure is being considered. The faculty, (student body, and alumni)* shall be advised by the Committee on Academic Appointments that tenure status is being considered for an individual faculty member. Interested faculty, (students, or alumni)* shall have the option of submitting individual statements. The faculty members shall have the opportunity of submitting relevant written materials which bear significantly on the criteria for the granting of tenure.

B. The faculty shall develop regular procedures for periodic faculty evaluation which shall include student assessment of teachers and courses. These evaluations and student assessments shall be made available to the Committee on Academic Appointments by the Dean. (Beyond review of such assessments, the Committee on Academic Appointments and the faculty shall not involve students, directly or indirectly, in consultation or decision making with respect to the granting of tenure.)*

C. It is also assumed that upon faculty acceptance of these guidelines this document shall be made available to all current faculty, and to all new faculty upon appointment.

8. Criteria for Evaluation of Faculty Effectiveness

Each member of the faculty is expected to carry out the stated objectives of the School and to orient his or her teaching to the central objective: education based on practice.

* The inclusion of student body and alumni remains an open question to be decided upon.

A. *As a Classroom Teacher*

1. A teacher should have both a depth and breadth of knowledge covered by courses taught and should be able to communicate this knowledge to students. The teacher should maintain an active interest in knowledge central to the content and be able to utilize such knowledge in a planful manner. The teacher should maintain a critical attitude toward his/her teaching and strive continuously to improve teaching performance.

2. The effective teacher seeks to create an environment that stimluates imaginative thinking. The teacher should have a deep interest in student progress and welfare, and demonstrate this through teaching practice.

3. The teacher should be able to stimulate and guide students in developing their intellectual and emotional capacities in order to gain competence in the professional practice of social work. The teacher should demonstrate an ability to use literature, and emergent student experiences, including classroom activity, to enhance student understanding and application of the concept of conscious use of professional self. The effective teacher creates through the structure and process of the course, the centrality of the concept that all education is based on a self-learning process.

B. *As A Faculty Advisor*

1. The faculty member, as advisor, should have the ability to help the students discover their special aptitudes and needs, assess their educational progress, and thereby maximize learning opportunities. He should be able to assist students to utilize the field work experience to enhance conscious use of professional self, and to develop a theoretical orientation to learning in the field.

2. The faculty advisor should have the ability to assist the field instructor in the educational process of student supervision and to serve effectively as the liaison between the School and the agency.

C. *School Activity*

Scholarly activity should characterize the good teacher. In functioning as a scholar, the teacher is responsible to the University, to the profession of social work, and to society to keep informed about advances in knowledge and to contribute to them. Publication of books, papers, articles, studies and research reports are one form of such scholarship. However, important and valuable scholarly activity may be carried on without necessarily being directed toward publication. Such scholarship may be expressed in a variety of ways including teaching, advising, enriching curriculum; participation in institutes and conferences; providing consultation contributing to social work education and/or practice; and participating in organized professional activities. Through such participation the teacher may increase his effectiveness as a professional social worker, contribute to the improvement of the community, society, the profession, and the University.

D. *University Citizenship*

This is best reflected in the teacher's accessibility to and investment in students, faculty and the institution. In addition, as a participant in University affairs, the faculty member is expected to serve on committees, to carry out special assignments and to participate effectively in School and University activities.

9. Promotions

A. Progression from one rank to another is never automatic. Promotion is a right which is not accorded on the basis of longevity. Attainment of promotion is based upon the established criteria for evaluating faculty effectiveness. Special emphasis is placed on ability as a teacher.

B. Consideration for promotion may be initiated by the Dean, the faculty member himself, or the Committee on Academic Appointments.

C. The Committee shall be supplied with the names of faculty being so considered. The Dean shall submit to the Committee all past evaluations; other relevant material may be submitted with the permission of the faculty member. This file of material shall be available to the faculty member at all times.

D. A report shall be prepared by the Committee based on the findings. The Committee's and Dean's recommendations shall be forwarded to the faculty member and to the faculty itself.

E. Promotions shall be effective at the start of the academic year. This procedure shall not preclude recommendations by the Dean at other times when necessary in the interest of the School.

F. Promotion to Associate Professor shall normally require at least three years of service at the same level of faculty responsibility (it being assumed that changes in responsibility may support reconsideration of rank and possible promotion). However, provision shall be made for special or unusual circumstances.

G. Although promotion to the rank of Professor shall be governed by similar criteria as the other ranks, a higher and sustained level in meeting the criteria is required. Signal contributions in several areas can offset a falling short of the standard set in any one area.

H. Promotion shall ordinarily carry with it a commensurate increase in salary.

I. Any faculty member who has remained at the rank of Assistant Professor or Associate Professor for ten years without promotion to the next rank shall have his status automatically reviewed by the Committee in consultation with the Dean.

10. *Procedures Applicable to Faculty Review of the Recommendations of the Committee on Academic Appointments with Respect to Appointment, Reappointment and Promotion.*

The recommendations of the Committee on Academic Appointments shall be made in writing and conveyed to the faculty. Within two calendar weeks of the circulation of the recommendations, unless any faculty member, including the Dean, requests a review by the entire faculty, the Committee's recommendations shall stand as expressing the views of the faculty to the Dean. A request for fac-

ulty review shall be made to the Dean with a copy to the Chairperson of the Committee. The Dean shall notify the faculty member(s) directly affected by the Committee's recommendations that a faculty review has been requested and shall schedule that review for the next appropriate faculty meeting.

After discussion the faculty shall accept, modify or reject the Committee's recommendations and the faculty's action shall constitute the recommendation to be made to the Dean. The faculty's actions shall be taken on the basis of a majority vote and transmitted to the Dean in writing.

The Dean shall make his own determination subsequent to the faculty decision on the Committee's report. Where the Dean's decision is substantively different from the recommendations of the faculty, the Dean shall advise the faculty.

The Dean shall communicate the views of the faculty, together with his own views, to the President.

SUPPLEMENT

Re: Other Personnel Matters — Unfinished Business of Faculty Personnel Committee
May 30, 1974

The following are issues which need to be addressed and for which policy is to be determined:

1. Faculty involvement in assessing the personnel needs of the School and the formulation of both short-term and long-term plans for meeting these needs.
2. Faculty on grant lines being provided first opportunity for consideration for appointment to University lines.
3. Ongoing evaluation procedures beyond the fifth year of service.
4. See open issue—Article #7.
5. How the appointment process is initiated.

EMPLOYER'S EXHIBIT NO. 139

Bernard Revel Graduate School
Harry Fischel School for Higher Jewish Studies

Faculty Fall 1974 - 75

Department	Full Time	Part Time	University
Bible and Semitic Languages	Dr. Bernstein, Chairman		Dr. Sokolow (YC & EMC)
Hebrew Literature		Dr. Churgin, Chairman	Dr. Leaf (YC & EMC)
Ancient Jewish History		Dr. Hoenig, Chairman	
		Dr. Landman	
		Dr. Reiner	
Medieval Jewish History			Dr. Agus, (YC) Chairman
Modern Jewish History	Dr. Lewin, Chairman	Dr. Grinstein Dr. Nussenbaum Prof. Goldberg Dr. Lindenthal	Dr. Carmilly (YC & EMC) Dr. Herskovics (YC & EMC)
Jewish Philosophy		Dr. Churgin Dr. Stitskin	Dr. Hyman, (University) Chairman
Talmudic Studies	Dr. Feldblum, Chairman		Dr. Hurvitz (YC)

EMPLOYER'S EXHIBIT NO. 140

BERNAD REVEL GRADUATE SCHOOL
AND
HARRY FISCHEL SCHOOL

PART-TIME FACULTY — FALL 1974 - 75

NAME	RANK	NO. OF CONTACT HRS. IN CURRENT SEMESTER	SEMESTERS WORKED WITHIN LAST 5 YEARS & NO. OF CONTACT HRS. FOR EACH SEMESTER	LIST OF PART-TIME AFFILIATIONS AT OTHER SCHOOLS OF Y.U.	LIST ANY OUTSIDE INSTITUTIONS WITH WHICH INDIVIDUAL IS KNOW TO BE AFFILIATED
CHURGIN, G.	PROFESSOR	6	SPRING 72 -3 FALL 72 -6 SPRING 73 -3 FALL 73-74 -6		PART-TIME VASSAR
COHEN, H.	VISITING PROFESSOR	6		EMC	
GOLDBERG, N.	PROFESSOR	6	SPRING 72 -6 FALL 72-73 -6 SPRING 73 -6 FALL 73-74 -6		
GOODSTEIN, M.	INSTRUCTOR	ON LEAVE	SPRING 72 -6 FALL 72-73 -9 SPRING 73 -9 FALL 73-74 -12 SPRING 74 -12		
GRINSTEIN, H.B.	PROFESSOR	3	SPRING 72 -6 FALL 72-73 -3 SPRING 73 -3 FALL 73-74 -3 SPRING 74 -3		
HOENIG, S.B.	PROFESSOR	3	SPRING 72 -6 FALL 72-73 -6 SPRING 73 -3 FALL 73-74 -3 SPRING 74 -3		

LANDMAN, L.	ASSOCIATE PROFESSOR	6	SPRING 72 -6 FALL 72-73 -6 SPRING 73 -6 FALL 73-74 -6		RABBI AT CONG. SECRETARY OF FACULTY B.R.G.S.
LINDENTHAL, J.J.	VISITING PROFESSOR	3	SPRING 73 -3 FALL 73-74 -3 SPRING 74 -3	PART TIME AT Y.C.	RUTGERS. U.
NUSSENBAUM H.	INSTRUCTOR	3	SPRING 73 -3 FALL 73-74 -3 SPRING 74 -3		
REINER, J.	ASSOCIATE PROFESSOR	6	SPRING 72 -3 FALL 72-73 -6 SPRING 73 -6 FALL 73-74 -6		RABBI OF CONG. PART TIME C.W. POST
STITSKIN, L.D.	PROFESSOR	6	SPRING 72 -6 FALL 72-73 -6 SPRING 73 -6 FALL 73-74 -6 SPRING 74 -6		DIRECTOR OF SPECIAL PUBLI-CATIONS YESHIVA UNVIERSITY

FACULTY MEMBERS OF COMMITTEES

BERNARD REVEL GRADUATE SCHOOL
AND
HARRY FISCHEL SCHOOL
FOR HIGHER JEWISH STUDIES

FALL 1974

WELFARE COMMITTEE

Prof. Agus,
Profs. Lewin, Hyman, Feldblum,
Hoenig* and Landman*

REPRESENTATIVE TO COCO

Dr. Leon D. Stitskin*

MUSEUM REPRESENTATIVE

Dr. Hyman B. Grinstein*
Dr Nussenbaum

LIBRARY

Dr. Agus

EVALUATION

Drs. Hoenig*, Hyman, Landman*,
Lindenthal* and Feldblum

DEGREE REQUIREMENTS

Drs. Feldblum, Hyman, Landman*,
Lindenthal*, Hoenig*

PUBLICATIONS

Drs. Stitskin*, Agus

ADMISSIONS

Drs. Landman*, Hyman

UNIVERSITY SENATE

Prof. Leo Landman*
Prof. Elazar Hurvitz, alternate

GRADUATE COUNCIL COMMITTEE

Profs. Feldblum, Hyman, Landman* and
Stitskin*
Prof. Lewin, alternate

ACADEMIC PRIORITIES COMMITTEE

Same as Graduate Council Committee

PH.D. RE-EVALUATION

Drs. Feldblum, Hyman, Landman*,
Lindenthal* and Hoenig*

ARCHIVES

Drs. Grinstein*, Nussenbaum*, Hurvitz,
and Lewin

GRANTS

Drs. Lewin and Hyman

BRGS ANNUAL

Drs. Stitskin*, Agus, Hoenig* and
Landman*

FACULTY EXECUTIVE

Drs. Feldblum, Hyman, Landman*, Lewin
and Hurvitz

* Part-time faculty

EMPLOYER'S EXHIBIT No. 141

EMPLOYER'S EXHIBIT No. 143

A meeting of the BRGS-HFSHJS faculty was held on Tuesday, January 21, 1975, at 1:00 p.m. in room 101, Furst Hall.

Presiding: Dr. Arthur Hyman, Chairman

Present: Drs. Carmilly, Feldblum, Goldberg,* Grinstein,* Hoenig,* Hurvitz, Leaf, Lewin, Lindenthal,* Sokolow and Stitskin*

Administration: Dr. Leo Landman, Sec'y. of the Faculty, Mrs. Pearl Kardon, Recorder

1. The faculty affirmed the decision of the Faculty Executive Committee concerning DHL candidates who could not complete their work by the December 31, 1974 deadline. By signed agreements, all such candidates are automatically excluded from the Ph.D. program. Should one reapply for admission, they will be treated as new students. The Faculty Executive Committee will interview each and treat each one on an ad hoc basis, being extremely careful regarding previous credits, not allowing a DHL dissertation to be used and/or expanded to a Ph.D wherever possible, nor should the same sponsor or committee be allowed.

2. Dr. Hyman extended the best wishes to Dr. Stitskin and welcomed him back after his illness.

3. The MA topic "The Publication of the Federation of American Zionists, 'The Maccabean'" submitted by Adeena Brand was approved. Dr. Grinstein will serve as her sponsor.

4. The problem of a sponsor and committee for Rabbi Marc Angel was again brought to the faculty. Dr. Hyman reviewed the history of the difficulties the administration has had in securing sponsors for him. (Drs. Gaon, Eidelberg, Hoenig, Breger, etc.) Dr. Breger had been appointed as consultant and has sent a letter expressing satisfaction with Rabbi Angel's work.

Dr. Hyman informed the faculty that Dr. Cohen has read the dissertation. He submitted his comments in writing stating that the work must be restructured, limited to the modern period (16-17 centuries) and include the older material as part of an introduction.

Dr. Lewin reviewed the candidate's outline but declined to serve as sponsor. After lengthy discussion, the faculty suggested that we look outside the School for a sponsor.

5. Report of the Committee on Revision of the Ph.D Credit Requirements. The members of the committee were:

   Drs. Feldblum, Chairman: Hoenig, Hyman, Landman and Lindenthal. Student representatives were Rabbis Doniel Kramer and Jonathan Helfand. Report attached.

   It was at this point that Dr. Landman had to leave the meeting. Dr. Lindenthal continued to take minutes.

6. Dr. Hoenig questioned the efficacy of the survey and research courses as presently offered.

7. Dr. Hyman suggested that research seminars should be offered by departments. The setting of standards is in the hands of the faculty.

8. Dr. Lindenthal asked about reading courses. These will be discussed at a future date. An alternate suggestion was offered by Dr. Hoenig,—45 credits be required beyond the MA program for the Ph.D degree. He also stressed the quality of the program.

9. Dr. Feldblum moved to accept the new revised Ph.D. program. It was seconded by Dr. Lewin and passed by the faculty.

The meeting was adjourned at 3:00 p.m.

Respectfully submitted,

Dr. Leo Landman,
Sec'y. of the Faculty

EMPLOYER'S EXHIBIT No. 144

FERKAUF GRADUATE SCHOOL
FACULTY FALL 1974-1975

DEPARTMENT	FULL TIME	PART TIME	UNIVERSITY
Curriculum and Instruction	Asst. Prof. I. Appel Asst. Prof. G. Edelstein Prof. A. Jablonsky Assoc. Prof. L. Kasdon Prof. J. Roberts, Chairman (on leave) Research Asst. Prof. S. Sardy Visit. Prof. E. Shapiro Prof. N. Stillman (acting chairman)	Adj. Assoc. Prof. B. Esrig Adj. Prof. L. Miller Visit. Lect. P. Seidenberg	
Educational Psychology and Guidance	Asst. Prof. A. Givner Assoc. Prof. B. Harris Asst. Prof. J. Kaufman Assoc. Prof. A. Lefford Asst. Prof. J. Weil Prof. L. Zach, Chairman	Lect. C. Bebber Adj. Asst. Prof. B. Doane	Adj. Prof. I. Belmont (Stern) Dist. Prof. of Research J.A. Fishman (Y.U.)
Jewish Education	Prof. M. Brayer, Chairman Assoc. Prof. J. Safran	Adj. Asst. Prof. H. Axelrod Adj. Prof. B. Brickman Adj. Assoc. Prof. N. Bronznick Adj. Asst. Prof. I. Schelpansky Adj. Prof. A. Schiff Adj. Asst. Prof. S. Skaist Dr. A.J. Tannenbaum Stone Saperstein Prof. of Jewish Educ.	
Psychology	Prof. M. Anisfeld Assoc. Prof. A. Atkins Assoc. Prof. C. Auerbach Prof. M. Eagle Assoc. Prof. A. Goldstein Prof. N. Gordon, Chairman	Visit. Lect. A. Cooper Visit. Lect. R. Gill	

FERKAUF GRADUATE SCHOOL
FACULTY FALL 1974-1975

DEPARTMENT	FULL TIME	PART TIME	UNIVERSITY
Psychology (cont'd.)	Assoc. Prof. A. Hershkowitz Assoc. Prof. R. Lesser Assoc. Prof. J. Weiss	Adj. Assoc. Prof. I. Hilton Visit. Lect. Miss C. Kample Visit. Lect. L. Levinger Visit. Lect. E. Levy Visit. Lect. C. Shneidman Visit. Lect. N. Stockhammer Adj. Prof. E. Tauber Visit. Lect. B. Wolstein	
Special Education	Prof M. Bortner Prof H. Goldstein Assoc. Prof. P. Graubard Asst. Prof. K. LeLaurin Prof. M. Miller, Chairman Assoc. Prof. D. Sievers Prof. B. Weiner	Adj. Assoc. Prof. P. Reiss	
Division of Social Sciences	Prof. J.B. Gittler, Dean		Adj. Asst. Prof. L. Keating (Y.U.)

EMPLOYER'S EXHIBIT NO. 145

FERKAUF GRADUATE SCHOOL
PART TIME FACULTY FALL 1974-75

Name	Rank	No. of credit hrs. in current semester	Semester worked within last 3 years & no. of credits for each semester	List P.T. affiliations at other schools of Y.U.	List any outside institution with which individual is known to be affiliated
Axelrod, Dr. H	Adj. Assist. Prof.	3	Fall 1972 3 Spring 1973 3 Fall 1973 3		
Bebber, C.	Lecturer	6			Rutgers Univ. Newark
Brickman, Dr. B	Adj. Prof.	3	Fall 1972 3 Fall 1973 3		Board of Jewish Education
Bronznick, Dr. N.	Adj. Assoc. Prof.	6	Fall 1972 6 Spring 1973 6 Fall 1973 6		Rutgers Univ. New Brunswick
Cooper, Dr. A.	Visit. Lect.	*	Fall 1973		
Doane, Dr. B.	Adj. Asst. Prof.	3	Fall 1972 3 Spring 1973 3 Fall 1973 3		Ardsley Pub. Schs

Esrig, Dr. B	Adj. Assoc. Prof.	3	Fall 1973 3 Spring 1974 3	Bd. of Education N.Y.C.
Gill, Dr. R.	Consul. in Cl. Psych. (visit. lect.)	* **	Spring 1972 Fall 1972 Spring 1973 Fall 1973	
Hilton, Dr. I.	Adj. Assoc. Prof.	6	Spring 1972 3 Fall 1972 3 Spring 1973 3 Fall 1973 3	
Kample, C.	Visit. Lect.	**	Spring 1972 4 1/3 Fall 1972 1 1/3 Spring 1973 4 1/3 Fall 1973 1 1/3	
Levinger, Dr. L	Visit. Lect.	**	Spring 1972 3 Fall 1972 1 1/3 Spring 1973 1 1/3 Fall 1973 1 1/3	N.Y.U. Grad. Sch.
Levy, Dr. E.	Visit. Lect.	*	Spring 1972 Fall 1972 Spring 1973 Fall 1973	

Miller, Dr. L	Adj. Prof.		Fall 1973 3 Spring 1974 6	
		3	Fall 1974 3	N.Y.U.
Reiss, Dr. P.	Adj. Assoc. Prof.	1 1/2	Fall 1972 1 1/2 Spring 1973 1 1/2 Fall 1973 1 1/2	
Schiff, Dr. A.	Adj. Prof.	3	Spring 1972 3 Fall 1972 3 Spring 1973 3 Fall 1973 3	
				Board of Jewish Education
Seidenberg, Dr. P.	Visit. Lect.	3	Fall 1974 3	Bd. of Education N.Y.C.
Shneidman, Dr. C.	Visit. Lec.	*	Spring 1972 Fall 1972 Spring 1973 Fall 1973 Spring 1974	
Shepansky, Dr I.	Adj. Asst. Prof.	3	Fall 1972 6 Spring 1973 6 Fall 1973 3	
Skaist, Dr. S.	Adj. Asst. Prof.		Spring 1972 3 Fall 1973 6	
		3		Board of Jewish Education

Stockhammer, Dr. N.	Visit. Lect.	*	Fall 1973	
Tannenbaum, Dr. A.	Adj. Prof.	2		Teachers College Columbia Univ.
Tauber, Dr. E.	Adj. Prof.	*	Spring 1972 Fall 1972 Spring 1973 Fall 1973	
Wolstein, Dr. B.	Supervisor in Cl. Psych. (Visit. lect.)	*	Spring 1972 Fall 1972 Spring 1973 Fall 1973	

* One of seven instructors who together teach a clinical course.

** One of three instructors who together teach a clinical course.

EMPLOYER'S EXHIBIT No. 149

12/31/74

FERKAUF GRADUATE SCHOOL

Yeshiva University

CURRENT GRANTS

National Science Foundation
Principal Investigator: M. Anisfeld
Grant Number: GB 21280
Period: 5/1/70 to 4/30/75
Amount: $60,400

National Institute of Mental Health
Principal Investigator: N. Gordon (on leave)
Grant Number: 5R01 BA00032 06
Period: 6/1/73 to 5/31/75
Amount: $87,388

National Institute of Mental Health
Principal Investigator: L. Zach
Grant Number: 5T01 MH11102 08
Period: 7/1/74 to 6/30/75
Amount: $45,437

Office of Education
Principal Investigator: M. Miller
Grant Number: OEG o 742637
Period: 6/1/74 to 5/31/75
Amount: $140,000

National Institute of Mental Health
Principal Investigator: M. Eagle
Grant Number: 2T01 MH08207 12
Period: 7/1/74 to 6/30/75
Amount: $73,146

National Institute of Mental Health
Principal Investigator: J. Weil
Grant Number: 1R03 MH25824 01
Period: 2/1/74 to 5/31/75
Amount: $7,419

National Institute of Education
Principal Investigator: J. Weil
Grant Number: NIE G 74 0039
Period: 7/1/74 to 6/30/75
Amount: $24,641

National Science Foundation
Principal Investigator: C. Auerbach
Grant Number: GB 44234
Period: 9/1/74 to 2/28/77
Amount: $33,000

Institute of Jewish Life
Principal Investigator: M. Brayer
Amount: $6,000

EMPLOYER'S EXHIBIT No. 150

3/17/75

FERKAUF GRADUATE SCHOOL

Yeshiva University

EMPLOYEES UNDER CURRENT GRANTS

Eagle (2T01 MH08207 12)

Faculty:

Visit. Lect. Cassata
Visit. Lect. A. Cooper
Visit. Lect. R. Gill
Visit. Lect. E. Levy
Visit. Lect. C. Schneidman
Visit. Lect. N. Stockhammer
Adj. Prof. E. Tauber

Non-faculty Employees:

Ruth Mason (secretary)

Fellowships:

Robert Benedek
Richard Coleman
Thelma Dye
Rosa L. Emerson
Andrew Geller
Robert Kaplan
Virginia Kelley
Eric Mendelsohn
Yvonne Roundtree
Peter Schaeffer
Barbara Springer

Miller (OEG O 742637)

Faculty:

Asst. Prof. K. LeLaurin
Adj. Assoc. Prof. P. Reiss

Non-faculty Employees:

Kathleen McKaig (coordinator CBTE Program)
Beatrice Schwartz (Administrative Assistant)
Sylvia Altman (secretary)

Research Assistants:

Gideon Freudenthal
Carol A. Goldberg
Peter Katsiskis
Hedda T. Koslow
Leah Klapoholz
Laurie E. Shatsoff
Joan S. Myers

Fellowships:

Edmund Hadad
Brian D. Hurwitz
Marvin Stoher
Marian M. Weeks

Weil (IR03 MH258424 01)

Research Assistant:

Doris Stone

Weil (NIE G 74 0039)

Research Assistant:

Mary Jo Attorn
Joan Sumner
Anne E. Gertman

Zach (5T01 MH11102 08)

Faculty:

Adj. Prof. Karp
Adj. Prof. I. Belmont

PETITIONER'S EXHIBIT NO. 6

FERKAUF GRADUATE SCHOOL
YESHIVA UNIVERSITY

BY-LAWS FOR FACULTY GOVERNMENT

Preamble

Faculty government at the Ferkauf Graduate School of Yeshiva University is based upon the structure of the University as determined by the nature of its charter. Since the Board of Regents of the New York State Education Department has granted the charter to the University's Board of Trustees and the President, full responsibility for decisions relating to the University and its constituent parts resides with the Board of Trustees and the President. Where specific powers and responsibilities have been delegated to the Dean of the Ferkauf Graduate School, he as the chief educational officer of the school, is administratively responsible for the programs of the school.

STATEMENT OF PRINCIPLES

Although ultimate legal authority to make decisions affecting the University rests with its Board of Trustees, it is generally recognized that faculty participation in the governance of an institution of higher learning is a necessary responsibility of the academic profession. This point of view is confirmed by the testimony of a large and ever-growing number of leaders in higher education and college administration who emphasize the positive relationship between excellence in an institution of higher education and the degree of faculty participation in the government of that institution. Apparently the dangers of conservatism and inertia in vested faculty interests which occasionally require administrative prodding, are more than offset by the advantages of the aroused faculty energies and improved faculty morale which result from situations of autonomy and responsibility. Strong faculties are attracted to colleges where they can exercise a

large degree of authority over the educational process and the conduct of their own affairs. Furthermore, strong faculties tend to stay at such institutions.

Participation in college government by the faculty cultivates a sense of responsibility and nourishes the combination of thought, feeling, and action without which the college enterprise cannot be fulfilled as it should. Since it is an axiom of organizational life that prerogatives not exercised tend to atrophy, the proposed By-Laws incorporate provisions for the maximum participation by the faculty and their elected representatives in all appropriate phases of the Ferkauf Graduate School's operation including admissions, curriculum, standards, and faculty welfare.

While there is recognition in the value and effectiveness of clear codification of organizational procedures, no amount of structural ingenuity can take the place of the human factor in the successful operation of a university. These By-Laws should therefore be viewed as an instrumentality for the better utilization of faculty potential towards the fulfillment of Ferkauf Graduate School and Yeshiva University goals.

The Faculty of the Ferkauf Graduate School of Yeshiva University do hereby adopt these By-Laws for the purpose of establishing organization and procedures for the performance of their responsibilities.

ARTICLE I

Membership and Organization of the Faculty of the Ferkauf Graduate School

A. *The Faculty* shall consist of the Dean, Associate Dean, Assistant Dean, the Librarian of the Graduate Center and the members of the academic staff of the Ferkauf Graduate School and those ex-officio members elected by the faculty.

(a) Full Members—all faculty regularly appointed to hold professorial rank (assistant, associate and full) at the Ferkauf Graduate School and the Librarian of the Graduate Center.

(b) Associate Members—faculty members appearing in the Ferkauf Graduate School faculty roster who are actively participating during a given academic year in the School's academic activities and have been recommended by their department chairman and approved by the Dean, and who are either under:

(1) joint faculty apointment by the Ferkauf Graduate School and another school of the University, or

(2) hold adjunct or visiting professorial rank (assistant, associate, full professor) at the School.

(3) Ex-Officio Members—University officers who are named by the faculty to function as ex-officio members of the Ferkauf Graduate School committees. They shall be invited to faculty meetings as participating guests but shall have no voting privileges.

B. The *presiding officer* of this organization shall be the Dean or such person as he may designate.

C. *The Secretary of the Faculty.* The Secretary is appointed by the Dean in February to serve for a period of one year. The Secretary may be reappointed.

Duties—1. Maintain an official list of members of the Faculty Government for each academic semester.

2. Send notices of meetings.

3. Distribute the agenda prior to each meeting.

4. Take and prepare and circulate minutes of meetings.

5. Keep a record of all business done in the meetings, with the exact wording

of every motion, whether it was lost or carried and the record of the vote.

6. Collect, collate and maintain copies of historical materials in archives located in the Office of the Registrar and in a locked file in the Office of Graduate Center Library.

D. The Faculty shall, either directly or through its subordinate bodies, have the power to legislate as necessary for the performance of its responsibility, to participate in the development of the educational program of the Ferkauf Graduate School and to be responsible for the conduct of the School's instruction and research programs.

ARTICLE II

Meetings of the Faculty

A. *Four stated meetings* of the Faculty shall be held in each academic year. There shall normally be one stated meeting in each of the following months: October, December, March and May. The regular meeting dates shall be recommended by the Steering Committee and shall be stated in the Administrative Calendar. The agenda for each regular meeting should be distributed prior to the meeting.

B. *Special Meetings* The Dean shall call special meetings of the Faculty on his own authority or when petitioned in writing to do so by a quorum of the regular voting members or by the Steering Committee.

C. A quorum shall consist of three-fifths of the full members of the faculty. Faculty on sabbatical leave and those individuals listed as full members but whose primary responsibilities are related to other units of Yeshiva University shall be exempt from the quorum.

D. The rules contained in *Roberts' Rules of Order* shall govern all conduct of business except as otherwise provided in these By-Laws.

E. The minutes of each meeting shall be duplicated and circulated prior to the next regular meeting but are treated as unpublished unless otherwise specifically directed by vote of the Faculty Government. The Faculty Government may at times vote to include special items in greater detail.

F. Debates and discussions are to remain confidential Official announcements of actions taken by the Faculty Government may be made only by the Office of the Dean or such other office or person as may be authorized by the Dean.

G. Historical materials—copies of faculty committee reports, annual departmental reports, and faculty government minutes will be established in archives located in the Office of the Registrar and in a locked file in the Office of the Graduate Center Library for reference and examination by authorized members of the faculty and administrative personnel of the Ferkauf Graduate School.

H. Faculty action shall be initiated by the Committees of the Ferkauf Graduate School in accordance with the following procedures:

1. All proposed faculty recommendations shall, upon approval by a committee, be presented to the Steering Committee.

2. The Steering Committee shall confer with the Dean on all recommendations to be submitted in order to inform him and to secure his preliminary reaction.

3. The Steering Committee shall notify the committee of any reactions of its own to the proposed recommendation and/or of any reactions of the Dean.

4. The Steering Committee may then refer the proposal as submitted or amended by the originat-

ing committee to the next Faculty Government meeting for its action, but may attach whatever comments or recommendations it wishes.

ARTICLE III

Committees of the Faculty

A. *Steering Committee*

1. Organization

The Steering Committee shall consist of five members. Three members shall be elected by the faculty and two members appointed by the Dean. In order to establish rotation in office the *elected* faculty members for the first year shall be appointed as follows: one for a three year term, one for a two year term, and one for a one year term; thereafter, each election to the Committee shall be for a three year term. The two *appointed* members shall be appointed to serve: one for a two year term, and one for a one year term; and thereafter, each appointment shall be made for a two year term.

2. Responsibilities

At all times when the faculty is not officially convened, the Steering Committee shall act for the faculty as a representational board in all matters pertaining to academic function. The Committee shall have the following additional responsibilities:

a. Serve as liaison between the Dean and the faculty

b. Assist in formulating and implementing school policies

c. Arrange for stated and special meetings of the faculty

d. Propose the agenda for faculty meetings to the Dean

e. Act as the Nominating Committee

(1) The Steering Committee shall propose a single slate of nominations for all committee assignments.

(2) Provision shall be made for further nominations from the floor.

(3) The Steering Committee shall obtain the acceptance or declination of nomination of any members nominated from the floor.

f. Supervise the election of members of all committees

(1) A ballot shall be distributed by mail to all of the individuals indicated above as having voting rights, unless there are no contested elections and the faculty votes to approve the slate unanimously.

(2) Mailed ballots shall be returned to the Steering Committee. The envelope in which any ballot is returned shall carry the voting member's signature, inscribed on the short end of the envelope in order to check that the quorum of three-fifths of the Full Faculty is satisfied. This end of the envelope will be removed before the ballot is opened.

(3) Where more than one vacancy exists on a committee it is to be filled by a vote for the number of candidates equal to the number of vacancies.

(4) The Steering Committee shall announce the results to all members of the Faculty.

(5) The Steering Committee shall assign a convener for the first meeting of every elected committee.

g. Act as the By-Laws Committee

h. Survey the list of full, associate and ex-officio members of the Faculty Government each academic semester and present recommendations to the faculty at the first stated meeting of each semester for their approval.

B. *Standing Committees*

1. Organization

All new elections to committee assignment shall be held at the December meeting of the faculty each academic year for service to take effect the following February 1 until January 31 of the year a given term expires. Interim elections to fill vacancies may be held at any regular meeting. In order to establish rotation in office of approximately one-third of each committee's membership, each committee shall at the outset divide itself into three groups, to serve for one, two, or three years respectively, and shall designate the members of each group. The successors of these original members shall be chosen for a three year term, except for members chosen to fill vacancies, who shall serve for the remainder of the unexpired term. A maximum of three committee assignments shall be established for any individual member of the faculty.

2. Committee on Standards: Responsibilities

The Committee on Standards has two basic functions:

a) To establish standards of scholastic excellence throughout the Ferkauf Graduate School on matters bearing on admissions, course and program preference, and examinations. Specifically, the committee shall review and make recommendations to the faculty concerning minimal school wide standards in the following areas. These minimal standards will not in any way infringe upon a department's right to establish higher standards.

a.1—Admission requirements.

Grade point averages; examinations to be required for admission (GRE, MAT, etc.), passing scores on these examinations; interviews and recommendations.

.2 Transfer of credit (maximum number and quality).

.3 Registration in classes by students and faculty in other divisions of the University.

.4 Special-status admissions (Provisional, Transient, etc.) and equivalents.

.5 Deadlines for acceptance or rejection of applications.

a. 2-Course and program performance.

.1 Grading systems to be used in courses; passable grade-point averages; Incomplete grades.

.2 Course examinations.

.3 Academic averages.

.4 Academic loads.

.5 Requirements of resident for the doctorate, total time spent in studies, and normal progression toward the doctorate.

.6 Conditions of probation.

.7 Leaves of absence.

.8 Enrollment and attendance in courses; withdrawal from courses.

.9 Directed study courses.

.10 Deadlines.

a. 3-Examinations: policies, procedures and performance on

.1 Certifying and comprehensive examinations;

.2 language examinations, both as to kind and number of languages required; and

.3 oral defense of the dissertation

b. To serve as a final impartial judicial review board when an appeal is raised by students, faculty or administration. The Committee shall adjudicate questions concerning these rules pertaining to

1) The maintenance of academic standards, and

2) The scholarly or professional conduct of students.

3. Committee on Standards: Implementation

a. The Committee shall receive proposals for changes in matters within their jurisdiction from the departments, individual faculty members and members of the administrative personnel.

b. The Committee shall recommend changes after thorough consideration of the purposes and implications of the changes and their effects on the overall goals and direction of FGS.

c. The Committee shall report its deliberations to the Steering Committee and Faculty for their deliberation and action.

4. Committee on Curriculum: Responsibilities

The Committee on Curriculum has two basic functions:

a. To stimulate and encourage the academic excellence and growth of the Ferkauf Graduate School through careful study of ongoing programs, assessment of present and future needs, and recommendations for changes in the curriculum such considered study may suggest.

b. The committee shall recommend changes in the context of the direction and growth of the Ferkauf Graduate School.

5. Committee on Curriculum: Implementation

a. The committee shall receive proposals and changes in the curriculum from departments and/or individual faculty.

b. The committee shall recommend changes only after thorough consideration of the purposes, availability of appropriate staff, effects on existing programs in relation to the overall goals and directions of FGS. The committee shall evaluate content of courses only in the light of the above considerations.

c. The committee shall report its recommendations to the Steering Committee and faculty for their deliberation and action.

Procedures

I. *Review of Existing Programs*

Presently, and periodically (every 3 years), the Committee on Curriculum will review existing programs with departments for the purpose of strengthening programs, revising programs or effecting liaison between the several departments involved in the administration of a given program. Appropriate suggestions and recommendations will be discussed with department chairmen, and then forwarded to the Steering Committee, the Deans and finally to the faculty.

II. *Review of all Proposed Programs*

One of the committee's major functions is to insure that all programs offered at the Ferkauf Graduate School maintain a consistent level of excellence. In

order to carry out this duty, the committee suggests the following steps be taken:

1. The individual faculty members and/or the department chairman concerned should send the following material and information to the Committee on Curriculum:

   a) statement of the rationale for the new program to include purpose of the program and relation to overall goals of the Ferkauf Graduate School.

   b) statement on the availability of full-time faculty for instructional implementation of the program.

   c) statement on facilities to implement the program.

   d) a brief account of the program itself.

2. Customarily the above should be submitted to the Committee on Curriculum for review by September of the academic year prior to the year it is expected to go into operation. This will enable the committee to present its recommendations to the Steering Committee, the Dean, the department chairman and to the faculty prior to the December meeting of the faculty each year.

III. *New Courses*

It is incumbent upon department chairman to present to the Committee on Curriculum proposals for new courses to be offered. Customarily, for a course to be offered in the Fall Semester, the proposal must be submitted by March 1 of the previous semester; for a course to be given in the Spring Semester, by October 15 of the previous semester.

The review of proposed courses will be subject to the criteria mentioned above.

Special courses and workshops offered in the summer sessions will not come under the purview of this committee.

6. Committee on Faculty Welfare: Responsibilities

   a. The Committee on Faculty Welfare has as its prime function the formulation of recommendations related to matters of general faculty welfare. Specifically, these areas include

      .1 medical and hospitalization insurance

      .2 life insurance

      .3 sick leave policies

      .4 leaves of absence

      .5 sabbatical leaves

      .6 salary schedules

      .7 tenure policies

      .8 they may also include such other interests as in the future may be deemed advisable

   b. Committee action may originate within the committee, or on request of a member or members of the faculty.

   c. The committee shall determine its order of action by a majority vote of its members.

   d. The committee shall determine, in consultation with the Dean, the most efficient procedures for implementing its responsibilities.

7. Committee on Research Activities: Responsibilities

   a. Members of the faculty who participate in scholarly activities outside of the immediate geographical area may apply to the committee for travel funds. The committee evalu-

ates and processes the requests and transmits them to the Dean for action.

b. A research seeding fund has been made available which can be drawn upon by faculty members not having grant backing, and who want to conduct research on a small scale. It covers those who may want to conduct pilot research in anticipation of applying for more extended external assistance. The committee will evaluate and process these requests and submit them to the Dean's office.

8. Committee on Promotions: Responsibilities

The promotions committee shall evaluates each recommendation and then submit to the Dean of the Ferkauf Graduate School *not only* its final recommendations *but also* copies of the supporting evidence (including the departmental weights assigned to the several criteria) which the committee utilized in arriving at its recommendations. The committee may consult with the department chairman or individual faculty member under consideration to assist the committee in its deliberation.

The Committee shall establish whatever rules or procedures it deems necessary in order to carry out its responsibilities.

The faculty shall delegate to the committee full responsibility for carrying out its functions. Committee deliberations shall be confidential and no report of individual cases will be made to the faculty at large. The committee, however, will submit a general report to the faculty during a Spring meeting in which they may indicate the kinds and types of action taken and the effectiveness of the criteria used in recommending promotions as well as promotions machinery.

9. Committee on Promotions: Implementation

a. The criteria to be used in evaluating faculty members for promotion shall consist of:

.1 mastery of subject matter

.2 scholarly ability

.3 university service

.4 professional growth

.5 teaching effectiveness

Each department shall determine for itself what weights shall be assigned to these criteria as well as specific items of performance to be subsumed under each criterion.

b. Four members, nominated by the steering committee, consisting of no more than two members from any one department, shall be elected, one of whom shall serve as an alternate. No member of the committee shall deliberate upon a recommendation that concerns him personally or one in which he has passed judgment as a department chairman. In the event one member disqualifies himself for one of these reasons, the alternate shall take his place. The committee will serve for one year only although one or more members may be re-elected. The chairman and alternate will be selected by the committee.

c. The department chairman shall recommend in writing to a promotions committee (defined below) those faculty members who are to be considered for promotion in rank. Supporting evidence shall accompany these recommendations.

The Dean shall report his decisions on the promotions committee's recommendations within one month after receipt of the final list. If the Dean does not concur with these

recommendations, he shall state in writing to the committee his reasons. The committee shall then arrange to meet with the Dean in order to resolve the disagreements. Individual faculty members who have not been recommended for promotion shall have the right to appeal to the committee. All such personal appeals should be submitted in writing and accompanied by supporting evidence. The current policy and procedures apply only to the 1963-64 and 1964-65 academic years and that revised policy and procedures be considered for subsequent years in the light of the experience gained and, particularly in the light of the current lack of critical definition.

10. Library Committee functions to be submitted to the faculty for approval.

C. *Ad Hoc Committees*

Ad hoc committees of the faculty, established temporarily as the need arises to study specific questions, shall be appointed by the Dean upon the recommendation of the Steering Committee or the faculty or on his own authority.

mh
12/69

PETITIONER'S EXHIBIT No. 12A

FERKAUF GRADUATE SCHOOL OF HUMANITIES AND SOCIAL SCIENCE

YESHIVA UNIVERSITY

CRITERIA AND PROCEDURES FOR PROMOTION

(As codified by the Faculty Committee on Promotions, April 2, 1973)

Criteria and procedures for promotion in faculty rank used by departments, the promotions committee, and the Dean, are here summarized for the guidance of the several departments and individual members of the faculty.

Criteria

The "Criteria for Promotions" defined in the By-Laws for Faculty Government (as amended March 14, 1966) are as follows:

1. *Scholarly ability*: publications and ongoing research; professional papers, number and quality.
2. *Growth in mastery of subject matter*: keeping abreast of developments in major fields.
3. *University service*: reliable and productive service on committees at University, School or Department level (including student advisement and supervision).
4. *Teaching effectiveness*: classroom and seminar communication and participation.

The original By-Laws state: "Each department shall determine for itself what weights shall be assigned to these criteria as well as specific items of performance to be subsumed under each criterion." The Committee will consider, but not be bound by, such assignments of weights.

The Dean uses a more detailed statement of criteria, a copy of which is here appended. (See *GUIDELINES FOR PROMOTION*, J. B. Gittler, February, 1970).

The procedures listed below relate specifically to the criteria set forth in the By-Laws. It is suggested, however, that departmental recommendations for promotion include appropriate responses to supplementary items on the Dean's list of criteria. Both will be considered by the Committee in its assessment of recommendations.

Procedures by Departments

The By-Laws state: "Action with respect to a recommendation for promotion shall originate with the department with which the particular faculty member is associated."

As proposed by the Promotions Committee, each departmental recommendation for promotion should be accompanied by the following:

1. Written statement of the relative weights assigned to the several criteria for promotion, together with the rationale therefore;
2. Written assessment of the candidate's qualifications in relation to each of the stated criteria;
3. Documents supporting the assessment;
4. Report of the departmental vote—date; number present; number voting "Yes", "No", "Abstain"; and
5. Written minority report or reports from members of the department who disagree with the majority vote and wish to present their views directly to the Committee on Promotions.

Procedures by the Promotions Committee

The By-Laws state: "The Promotions Committee shall evaluate each recommendation and then submit to the Dean of the Ferkauf Graduate School *not only* its final recommendations *but also* copies of the supporting evi-

dence (including the departmental weights assigned to the several criteria) which the Committee utilized in arriving at its recommendations."

These procedures will be followed by the Committee in its consideration of recommendations for promotion.

1. All deliberations within the Committee shall be kept confidential.
2. Upon receipt of a departmental recommendation for promotion:
   a. The Chairman of the Committee will distribute copies of the recommendation to all members two weeks before it is to be evaluated at a meeting of the Committee. All relevant materials will be sent or otherwise made available to Committee members at the same time.
   b. The recommendation and related materials will be studied and appraised by individual members, in relation to promotional criteria, prior to the meeting when the Committee as a whole discusses its evaluation.
3. The several departments will be informed of all recommendations for promotion on the Committee's agenda, and departments and individual faculty members will be invited to present to the Committee any information deemed important as a basis for its decision in a given case.
4. Discussion of a recommendation for promotion within the Committee shall be organized around the several criteria. The candidate's qualifications on each criterion will be discussed separately, each member of the Committee being called upon to express his judgment.
5. The Committee will decide in the case of each recommendation whether it should seek assessments of the candidate's qualifications from peers outside the University, and if so, whether they should be obtained from documents already in the Dean's office or directly through the mail.
6. All members of the Committee shall be eligible to vote on each recommendation, regardless of the department from which it emantes.

7. Voting within the Committee on candidates for promotion shall be by open ballot, each member declaring his vote of "Yes", "No", or "Abstain".

8. Recommendations by the Committee for or against promotion will be sent to the Dean in writing with a summary of the reasons therefore with supporting documents, and with expressed minority judgments if any. To this end: (a) The Chairman and the Secretary will draft an appropriate letter to be sent to the Dean. (b) Upon approval by the Committee, this letter and supporting documents will be sent to the Dean. (c) A copy of the Committee's letter of recommendation will be sent simultaneously to the candidate for promotion.

Procedures by the Dean

The Dean will respond in writing to letters of recommendation submitted by the Faculty Committee on Promotions, stating his position on each recommendation, and sending a copy of his response to the candidate.

PETITIONER'S EXHIBIT No. 12B

GUIDELINES FOR PROMOTION

J. B. GITTLER
February, 1970

I. *To An Associate Professor*

A. *Teaching Effectiveness and Scholarly Direction of Students.*

1. Acknowledge teaching success.
   a. Candidate's command of his subject.
   b. His ability to organize his material and to present it with force and logic.
   c. His capacity to awaken in students an awareness of the relationship of his subject to other fields of knowledge.
   d. His ability to stimulate graduate students to creative work.
   e. His personal attributes as they affect his teaching and his students.
   f. Sources of evidence on which a. and e. are based.
   g. It should be the responsibility of the Departmental Chairman to submit meaningful statements, accompanied by evidence, concerning the candidate's teaching effectiveness. If such information is not included in the letter of recommendation, it should be the Committee's responsibility to request it.
2. Demonstrated capacity to direct research work. Established record in the direction of doctoral dissertations.

B. *Research and Publications.*

1. Established record in productive scholarship.
2. Evidence of a productive and creative mind.
3. Publications should be evaluated, not merely enumerated.

C. *Service to the School and University.*

1. Contributions to student welfare.
2. Service on faculty committees.
3. Other contributions to School and University.

D. *Scholarly Activities Other Than Teaching, Research, and Publications.* (Service to the community, state, nation in the special capacity as scholar).

E. *Expected to Attain Full Professorship.*

II. *Promotion to Professor Level*

A. *Teaching Effectiveness and Scholarly Direction of Students.*

1. *Successful* direction of the research of doctoral candidates.
2. Acknowledged record of teaching success (For criteria of teaching success see I. A-1).

B. *Research and Publications*

1. Durable scholarly contributions.
2. Original scholarly contributions.
3. Outstanding (national) recognition for scholarly work. Should be expected to stand in competition with the foremost scholars in similar fields throughout the academic world.

C. *Service to School and University*

1. Contributions to student welfare.
2. Service on faculty committees.
3. Other contributions to School and University.

D. *Scholarly Activities Other Than Teaching, Research, and Publication.* (Service to the community, state, nation in the special capacity as scholar).

ms

PETITIONER'S EXHIBIT No. 16

FERKAUF GRADUATE SCHOOL
OF HUMANITIES AND SOCIAL SCIENCES
YESHIVA UNIVERSITY

To: Prof. Martin Miller

From: Dean J. B. Gittler

Date: August 13, 1973

Subject:

I've been very much involved in negotiating a budget for 1973-74. In all my conferences with the University Budget Committee a basic objective of mine was to provide faculty salary increases.

I would like to meet the Welfare Committee (and/or you, Stillman, Norm Gordon), Rabinowitz, Socol, as soon after August 26 as possible and let you know where we are on salary increments.

Would you give Mrs. Gordon a number of dates?

Thank you.

ag

PETITIONER'S EXHIBIT NO. 17

YESHIVA UNIVERSITY
GRADUATE FACULTY ASSOCIATION

FACULTY ASSOCIATION OF BELFER GRADUATE SCHOOL OF SCIENCE

Prof. Ralph E. Behrends,
President.

FACULTY ASSOCIATION OF FERKAUF GRADUATE SCHOOL OF HUMANITIES AND SOCIAL SCIENCES

Prof. Martin B. Miller,
President.

September 26, 1973

Samuel Belkin, President
Yeshiva University
500 West 185th Street
New York, New York

Re: Yeshiva University Graduate
Faculty Association

Dear President Belkin:

The faculties of Belfer Graduate School of Science and Ferkauf Graduate School of Humanities and Social Sciences have recently formed Faculty Associations, representing the great majority of each of their respective faculties. Both of the Associations have also approved and authorized the formation of the Yeshiva University Graduate Faculty Association to act on their joint behalf for the purposes of collective bargaining and all other labor relations matters.

We have been authorized by our Association to submit the following requests with respect to the graduate faculties employed at the Belfer and Ferkauf Schools. We recognize that Phase IV regulations of the Cost of Living Council shall ultimately apply to any settlement of our requests, but also that such regulations in their application and interpretation are administered upon the settlement of such requests, as we respectfully put before you:

1. Twelve percent (12%) across-the-board salary increases on the basis of effective salary rates as of September 1, 1973.

2. Four percent (4%) merit and inequity adjustments, based upon the aggregate faculty salary budget including the aforesaid salary increases. Such merit and inequity adjustments to be distributed to each graduate school on a pro-rata basis according to such respective aggregate faculty salary budgets. The merit and inequity allowances to be granted by a committee at each School comprised of the departmental chairmen and respective dean at each School.

3. Promotional increments of $750. for any faculty staff who were promoted to the ranks of Associate Professor and/or Professor since September 1970 and who did not receive any promotional increment as of date of effective promotion. Any such increment shall be included in the base upon which the across-the-board salary raises shall be based. In addition, such increases shall be included in the aforesaid salary budget relative to the merit and inequity adjustments.

4. The establishment of minimum salary ranges according to title in the following amount:

Assistant Professor	$12,500
Associate Professor	$15,500
Professor	$19,500

Such salary levels to be allowed to any individual whose salary does not reach the above amounts by reason of any of the aforesaid.

5. Provision of premium Blue Cross/Blue Shield policy coverage, including major medical, on a non-contributory basis for the graduate faculties, including adjunct faculty staff.

6. An increase of the contribution of the University to the Faculty Retirement System to 10% of the employee's base rate salary.

7. The establishment of a joint commission of equal faculty and administration representation to investigate, study and report upon by July 1, 1974 the retirement, insurance and other fringe benefit coverage of the Graduate Faculty of Yeshiva University with respect to the same provided other comparable personnel in the greater New York City area. Said committee to consider and make recommendations for equitable, prospective fringe benefit coverage.

8. The establishment of a formal grievance procedure for the resolution of complaints arising out of violations, misinterpretations, or inequitable applications of the provisions of the collective bargaining agreement, including the right to proceed to arbitration for the final resolution of any such grievances.

9. Maintenance of tenure policy in accordance with the *status quo* of the date hereof.

10. Sabbatical leave provided as a matter of right and as otherwise provided pursuant to the Faculty Handbook.

11. Improvements and revisions in the policies affecting grant management so as to administer faculty research and study grants efficiently and properly in accordance with the purpose for which they were awarded.

We believe that these matters are of great import not only to our faculty members, but also to the interests of the University in maintaining its highest standards in the employment and retention of distinguished faculty. We look forward to a positive and constructive dialogue on these matters.

We respectfully request that the items in this letter receive your prompt attention and an early date be set for their discussion.

Very truly yours,

Faculty Association of
Belfer Graduate School
of Science.

By _____
Prof. Ralph E. Behrands
President

Faculty Association of
Ferkauf Graduate School
of Humanities and Social
Sciences

By _____
Prof. Martin B. Miller
President

PETITIONER'S EXHIBIT No. 18

YESHIVA UNIVERSITY
FERKAUF GRADUATE SCHOOL OF HUMANITIES AND SOCIAL SCIENCES
55 Fifth Avenue/New York, N.Y. 10003
OFFICE OF THE DEAN (212) 255-5600

October 24, 1973

Dr. Martin Miller
Chairman, Welfare Committee
Ferkauf Graduate School
55 Fifth Avenue
New York City 10003

Dear Marty:

Your letter of September 26 to President Belkin has been referred to me for reply.

I have been asked to inform you that University policy mandates that we pursue established channels of communication and procedure—i.e., the Dean continue to confer with faculty committees and individual faculty members of the School on all administrative and academic matters. I have been informed also that the University has therefore declined your suggestion of recognition as outlined in your letter of September 26.

I am therefore asking again that the members of the Welfare Committee meet with me and the University Budget Committee so that I can complete the necessary discussions on the current budget of FGS. I would like to arrange the meeting as soon as possible. Please reply.

I thank you and other members of the Welfare Committee for your continued cooperation.

Sincerely yours,

/s/ Joe
JOSEPH B. GITTLER
Dean

ag

PETITIONER'S EXHIBIT No. 105

MINUTES

BELFER LIBRARY COMMITTEE

Oct. 22, 1974

Present: Profs. Patt (Chairman), Beck, Lebowitz, Petersen, Schechter, Woodruff (Secretary); Mrs. Tishelman, Librarian

After a discussion of the news that the administration plans to move the Belfer Library to the Pollack Library Building, the following resolution was passed by the Library Committee:

For reasons outlined, in part, in the minutes of the Belfer Library Committee for June 13 and 29, 1973 (enclosed), we feel that a move of the Belfer Library to the Pollack Building would be a disaster for the Belfer School. We are also surprised and shocked that the reported plans have been made without consultation with the Belfer faculty. We feel it imperative that we meet with the administration to discuss this matter, and hereby request such a meeting as soon as possible.

It was agreed that copies of these minutes be sent to President Belkin, Vice President Fishman, Vice President Socol, Dean Komar, Dr. Tishby, and Mr. Deitch.

2 enclosures

PETITIONER'S EXHIBIT No. 106

YESHIVA UNIVERSITY

To: Faculty Committee

From: Department of Mathematics and Science Education

Date: October 22, 1974

Subject:

We wish strongly to express our disapproval at the failure on the part of the Deans and Vice-Presidents to consult with the Department of Mathematics and Science Education either as a whole or through its chairman, in arriving at decisions concerning the future of the Department and its programs, and their failure to inform the Department of the existence and nature of such decisions. We feel that decisions made in this fashion will have serious academic repercussions as well as severe effects on faculty morale.

/s/ A. E. Woodruff
/s/ [Illegible]
/s/ [Illegible]

PETITIONER'S EXHIBIT No. 107

THE PRESIDENT'S SALARY SCHEDULES COMMITTEE
YESHIVA COLLEGE WELFARE COMMITTEE
STERN COLLEGE WELFARE COMMITTEE

February 29, 1968

Dear Colleague at Yeshiva College,

Dear Colleague at Stern College,

Since the time when we submitted our oral reports to you at open meetings of the Welfare Committees of our respective colleges, we have met, as a full committee, with Vice President-Finance Levine and discussed with him the accompanying document, signed by all the members of the President's Salary Schedules Committee, including our two Deans. Where matters stand now are perhaps best summed up in the following *aide memoire*, which was drawn up directly after our meeting with the Vice President.

Inasmuch as Mr. Levine intends to take up this vital matter with President Belkin within the next few days, we hope to have the results of our deliberations made public shortly.

Very sincerely yours,

BEATRICE FRIEDLAND
Stern College

IRVING LINN
Yeshiva College

AIDE MEMOIRE

Meeting of the President's Salaries Schedule Committee with Mr. Jacob Levine, Vice President-Finance, on February 28, 1968.

The session was opened at 10 A.M., by the Chairman, Professor Linn. There were present, in addition to Vice President Levine, Deans Bacon and Frimer and Professors Friedland, Greenstein, H. Levine, Simon and Tauber.

Mr. Levine acknowledged receipt on February 14 of the Committee's Final Report. Specific features and highlights were called to Mr. Levine's attention:

1. The Report represented the diligent thought and effort of both the Deans and the faculty members.
2. The Report was unanimously adopted and was acknowledged to comprise fair and honest proposals rather than a position-paper to serve as a basis for bargaining. It was specifically pointed out that this kind of harmonious dealing could serve a beneficial purpose within the University.
3. The Report had been made public at both Colleges, so their respective faculties had been apprised of the contents.

Mr. Levine indicated that his preliminary rule of thumb estimates had demonstrated that the Report was indeed a reasonable one. He said he was planning to present the Committee's proposals along with his own recommendations to the President this week. Mr. Levine was asked by the Committee to indicate what his own recommendations that would accompany the Committee's Report might be, but he responded that he was unable to do so at this time.

The Committee also indicated its readiness to meet with President Belkin at any time to discuss the Report.

Respectfully submitted,

JULES GREENSTEIN
Secretary

PETITIONER'S EXHIBIT No. 108

YESHIVA UNIVERSITY
Amsterdam Avenue & 186th Street
New York 33, N.Y.

OFFICE OF THE PRESIDENT December 3, 1970

Dear Colleague:

As you know, Yeshiva University, along with all other universities, is suffering a severe financial crisis. I am confident that we will surmount these difficulties and that we will continue on our course towards excellence in all aspects of our educational program. We must maintain the highest possible standards and we must do the least possible damage as we live through this difficult phase in the history of American education.

During these coming months, we will need to persist in the process of belt-tightening which, with your help and understanding, has already been initiated with some measure of success. Our present budget projections indicate that I will be unable to authorize any promotions or salary increments for the 1971-72 academic year. Should our situation improve in some unanticipated fashion, I shall promptly review this determination. However, our analysis compels me in all candor and in all fairness to acqauint you with our current reality.

I am confident that I can rely on your continued cooperation as we move through these hard times. I recognize that increased living costs post real problems for faculty members and I deeply regret that it is not possible at this time to plan for commensurate salary increases this coming year. However, I know that we will keep working together for the students and for the community we serve.

Thank you for your devotion, your loyalty and your commitment to the aims and ideals of Yeshiva University.

Sincerely yours,

/s/ Samuel Belkin
SAMUEL BELKIN
President

PETITIONER'S EXHIBIT NO. 109

Dec. 8, 1970

Dear President Belkin,

As Chairman of the Faculty Welfare Committee at Stern College, I have been authorized and directed by its members, and in their name, to respond to your recent letter freezing salaries and promotions.

The faculty has expressed extreme anger not only at the purpose of your letter but at the method employed to achieve that purpose. The faculty remembers vividly your statement of last year that "a contract is a contract" and that therefore they could not expect any changes in it, even for a just cause (cost of living increase). Many of us concurred with your understanding of "the contract" at that time. Now, you have unilaterally, without consultation, frozen promotions and salaries. We wish to remind you that "a contract is a contract" and is equally binding on the University.

Your letter has done much harm, in many areas, and something positive and constructive must be done immediately to remedy the situation. We recognize the financial plight of the University. However, the University must not solve its financial problems by impairing the obligation of contract that is binding on both parties. Therefore, we suggest an immediate meeting to reinstate the contract and to establish machinery to give the faculty a permanent role in determining financial priorities for the University.

We respectfully request a reply to this letter not later than December 22, 1970.

Very respectfully yours,

Professor Beatrice Friedland
Chairman, Faculty Welfare Committee
Stern College

PETITIONER'S EXHIBIT NO. 111

Yeshiva University
Yeshiva College

Open Meeting: Yeshiva College Faculty Welfare Committee

Date: October 30, 1974 (10:30 a.m.-12:30 p.m.)

Present: An attendance sheet was not circulated. Approximately 17 faculty members attended the full meeting.

Business: Consideration of the Welfare Committee Proposal of October 15, 1974, for Full-time Faculty Salaries

I. The meeting opened with Dr. Lainoff, Chariman of the Welfare Committee, and Dr. Fleisher thanking Dean Bacon for his efforts on behalf of the Faculty in working toward a resolution of the salary situation. A motion expressing gratitude to the Dean was unanimously approved by the Faculty. The Dean responded with appreciation for the motion, advised that the final proposal must still be approved by the President, and left the meeting to resume other work.

II. Dr. Lainoff distributed and explained the Welfare Committee Proposal of October 15, indicating that the Proposal had the support of the Welfare Committee and the approval of Stern College.

III. Extensive discussion of the salary proposal followed, with particular concern regarding how salaries would increase in the event of promotion of a faculty member from one rank to the next. There was brief discussion of hourly salaries, tenure policy, sabbaticals, and medical insurance. Dr. Lainoff reported that Dr. Socol had informed him that a fact-finding group would report on pensions to the faculty in November.

IV. The meeting concluded with the passage of the following resolution:

1) "The Faculty extends its deep thanks to its Faculty Welfare Committee for its dedicated effort on behalf of all members of the Faculty." *Passed unanimously.*

2) "The Faculty extends special thanks to Dr. David Fleisher who, though not a member of the Welfare Committee, devoted his time and talent to help the Committee in its work." *Passed unanimously.*

3) "The Faculty accepts the salary figures presented to it in the Welfare Committee Proposal of October 15, 1974. *Passed unanimously.*

— "The Faculty expresses its strong feelings that this salary agreement is far from meeting the fullest, real needs of the Faculty." *Passed.*

— "The Faculty resolves that the actual salary for 1974-75 and 1975-76 for each member of the Faculty must be presented in writing by the Administration to each faculty member." *Passed unanimously.*

— "The Faculty resolves that in all disputable matters, particularly those involving promotion, the Welfare Committee must be consulted." *Passed unanimously.*

— "The Faculty resolves that it has the moral right to renegotiate this salary agreement for 1975-76." *Passed*: 7 Yes, 5 No, 4 Abstentions.

Respectfully submitted,

PAUL CONNOLLY
Secretary, *pro tempore*

PETITIONER'S EXHIBIT No. 112

The Yeshiva College Welfare Committee
Yeshiva College
New York, N.Y.

5 March 1975

Dr. Samuel Belkin
President, Yeshiva University
New York, N.Y.

Dear Dr. Belkin:

The Faculty of Yeshiva College voted unanimously at its Assembly of 12 February 1975 in favor of the following resolution (and expressed its desire that a letter incorporating it be addressed to you):

> The Faculty reaffirms the position taken at the Faculty Assemblies of 14 March and 24 October 1973, and communicated 9 November 1973 by the Secretary of the Faculty to President Belkin and to the Board of Trustees, namely (1) that mandatory retirement for tenured faculty be at age 68; and (2) that tenured faculty members have the option of retiring at age 55. The Faculty position is that the forced retirement of tenured faculty before the age of 68 is an arbitrary violation of tenure.

The Faculty has resubmitted and repassed this resolution because it feels aggrieved that the whole matter of retirement has not been dealt with fairly, especially since there is abundant evidence that until recently the individual faculty member had the right to choose between mandatory retirement at age 68 or his own voluntary retirement at age 65. Those clear regulations were recently arbitrarily altered by the administration without prior consultation with the faculty.

We raise this issue again at this time just because the University and a representation of the faculty are before the National Labor Relations Board. The Administration maintains that the faculty is also managerial,

sharing in the management of the University. If this is so, we shall appreciate an answer to this letter in the posture which the University assumes before the referee. Please agree to sit down with the members of the Yeshiva College Welfare Committee and discuss this grievance and try to resolve it in a friendly non-adversary relationship. In view of the fact that our previous letter has gone unanswered, may we respectfully request that this letter be replied to before April 7.

Sincerely yours,

MANFRED WEIDHORN
Chairman, YC Welfare Committee

cc: Vice President Fishman

The Yeshiva College Welfare Committee
Yeshiva College
New York, N.Y.

5 March 1975

Dr. Samuel Belkin
President, Yeshiva University
New York, N.Y.

Dear Dr. Belkin:

The Faculty of Yeshiva College, at its Assembly of 5 March 1975, instructed its Welfare Committee to communicate to you the following resolution:

> It is the strong and unanimous view of this Faculty that the enforced retirement of Dr. Maurice Chernowitz is a clear violation of his tenure contract and that in accord with his contract he is entitled to teach until he reaches the mandatory retirement age of 68.
>
> As a temporary measure until the fundamental issue is resolved, it is, moreover, the view of this Faculty that the President be urged to continue Dr. Chernowitz's tenure for another year and that the Welfare Committee urge a meeting with President Belkin on this matter.

Sincerely yours,

MANFRED WEIDHORN
Chairman, YC Welfare Committee

cc: Vice President Fishman
University Review Committee
Dean Isaac Bacon

PETITIONER'S EXHIBIT NO. 113

FACULTY WELFARE COMMITTEE

Meeting of June 27, 1968, 1 P.M., F535

The meeting was called by Prof. Simon (secretary) at the request of Profs. Chernowitz, Siev and Tauber. Present were Profs. Chernowitz (new member, Sept. 1968, non-voting), Siev, Simon and Tauber.

AGENDA: 1. Election of acting chairman in the absence of Prof. Linn (Chairman until September 1968).

2. Planning activities of the Committee for Summer 1968.

3. Setting agenda for first meeting in Fall 1968.

MOTION by Prof Tauber: That Prof. Simon be elected chairman of the present meeting.
The motion was passed unanimously.

Motion: That Prof. Linn, being unable to attend during Summer 1968, and having indicated to Profs. Chernowitz, Siev and Tauber that he would turn over to Prof. Simon all matters still pending before the Committee, Prof. Simon be elected acting chairman, and that Prof. Simon also complete his term as Secretary of the Committee.
The motion was passed unanimously.

The following motions were also passed unanimously:

1. That the Acting Chairman convey to Dean Bacon the Committee's thanks for his having initiated procedures toward rectification of "gross inequities" in the salaries of Profs. Chernowitz and Siev; and that the Acting Chairman be charged with pursuing this matter in cooperation with Dean Bacon during the Summer of 1968, so that the said inequities can be corrected by the first pay period in the Fall of 1968.

2. That the next meeting of the Committee be called at the earliest possible date in September 1968, and that the Acting Chairman then report to the Committee on the results of Dean Bacon's actions on behalf of Profs. Chernowitz and Siev.

Further agenda for the next meeting of the Committee:

Election of permanent chairman and secretary.

The meeting was adjourned at 1:45 P.M.

Respectfully submitted,

/s/ Ernest Simon
ERNEST SIMON
Secretary

PETITIONER'S EXHIBIT NO. 116

YESHIVA UNIVERSITY
500 West 185th Street
New York, N.Y. 10033

VICE PRESIDENT
FOR ACADEMIC AFFAIRS

September 5, 1974

Prof. R. E. Behrends
23 West 74 Street
New York, N.Y. 10023

Dear Prof. Behrends,

As called for in the Yeshiva University Tenure Policy, your request for permission to engage in outside teaching and/or consultation activities during the 1974-75 academic year has been brought to my attention by Dean Komar. In view of the nature of the activities specified and the limited amount of time that you intend to devote to them I am able to inform you that your request is approved.

Please do keep Dean Komar informed should there be any change in your plans for 1974-75. In addition, should you wish to undertake outside activities in the future please submit a new request at least three months in advance of the contemplated starting date.

With every good wish for your personal happiness and professional success, I remain

Sincerely,

/s/ Joshua A. Fishman
JOSHUA A. FISHMAN, Ph.D.
Vice President for
Academic Affairs

JAF/jg

PETITIONER'S EXHIBIT NO. 117

MINUTES OF FACULTY COMMITTEE

October 31, 1974

Meeting called to order by Dean Komar at 3:10 P.M.

Present: Drs. Komar, Patt, Borowitz, Pomerantz, Behrends, Rosenfeld, Grosof, Coburn, Goldstein, Cooper, Ehrenpreis, Lebowitz.

The change in the status of the Math & Science Education Department as announced in several memos from Vice President Fishman was discussed. It was the consensus of the meeting that it is not completely clear what the new status of the Department is, and that Dean Komar has not been informed properly of the decisions, and that the Constitution and By-Laws of BGSS, accepted by President Belkin, may have been violated in making a change in the Departmental Structure of BGSS (see By Law Article IV.). A memo from the MSE Department was presented to the Faculty Committee (copy appended to minutes). Dean Komar will inform Vice President Fishman of the Faculty's concern, and arrange a meeting to include the chairmen of the Departments involved.

The Library Committee expressed its concern about the decision reportedly reached by Vice President Fishman and approved by President Belkin to move the BGSS Library to Gottesman Building. The Library Committee has submitted a resolution, to Pres. Belkin, Vice-Pres. Fishman and Dr. Socal, Dean Komar, Dr. Tishby, Mr. Deitch, a copy of which is appended. The Library Committee reported also on a meeting it held earlier this day with Mr. Deitch, head of the Pollack Library, in which Mr. Deitch expressed the view that the proposed move will not save the University any money, and will further cramp the facilities in the Gottesman Building. The following resolution was passed, for presentation to the Faculty Council.

The Faculty Committee of the Belfer Graduate School of Science, has read the resolution passed by the Library Committee and the minutes of its meetings on October 22 and Oct. 31, 1974, and considers that the moving of the BGSS Library to the Gottesman Building is unacceptable to the BGSS Faculty.

It was also the consensus of the meeting that the unilateral manner in which the decision was made, without proper consultation with the Library Committee, is deserving of criticism.

A report of a meeting of the users of the BGSS Computer held 10/17/74 was read into the minutes (copy appended). The main point was that the $7,000 per year needed for the service contracts will no longer be available from grant funds. It was the consensus of the meeting that as the computer serves other schools besides BGSS, and is part of the educational function of these schools as well as BGSS, funds from University Sources outside the regular BGSS budget be sought to cover the service contract.

A memo from the Chemistry Department, deploring the failure of the University to act in time on the basis of repeated warnings by the Department in a way that would have saved the Ph.D. program, was read into the minutes (copy appended).

Members of the Committee expressed the view that in the situation discussed above, as well as in the failure to hold statutory meetings of the Committee and Council last May, and the failure to use the Academic Credentials Committee and the Faculty Committee to pass on the qualification of new appointees to the Faculty, there has been a consistent pattern of failure to consult with the Faculty on matters of concern to it. In view of the lateness of the hour it was agreed to table discussion to another meeting of the Committee to be held Tuesday, November 12th at 2:30 P.M.

Meeting adjourned 4:10 P.M.

M. GOLDSTEIN
Secretary

PETITIONER'S EXHIBIT No. 118

YESHIVA

[SEAL]

UNIVERSITY

BELFER GRADUATE SCHOOL OF SCIENCE
2495 Amsterdam Avenue / New York, N.Y. 10033 /
(212) 568-8400

OFFICE OF THE DEAN

October 23, 1973

Dr. Ralph Behrends
Belfer Graduate School of Science
2495 Amsterdam Avenue
New York, N.Y. 10033

Dear Dr. Behrends:

Dr. Belkin has asked me to reply to your letter of September 26, 1973.

As you know, faculty relations are primarily the responsibility of the Dean who confers with the various Faculty Committees of the school as well as with individual members of the faculty concerning administrative and academic matters. Where appropriate, the Dean involves the respective Councils and Committees of the University, many of which have faculty representation as well as other University officials and administrators. These and other well-established channels of communication allow for full discussion and interaction.

It is the University's intention to continue with existing procedures and practices in the best interest of all concerned and must therefore decline your suggestion of recognition as outlined in your letter of September 26, 1973.

I am again asking that members of the Welfare Committee meet with me as soon as possible to continue our discussions. It is necessary that we do this immediately since the University, consistent with applicable policies,

has already implemented salary revisions for some of its schools and we must conclude our budget discussions without further delay.

I would be most grateful to you and other members of the Welfare Committee for your continued cooperation.

Sincerely yours,

/s/ Arthur Komar
ARTHUR KOMAR
Dean

AK/md

cc: Members of the Faculty Welfare Committee
cc: Dr. D. Mattis

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